DoD CIVILIAN WORKFORCE STATISTICS

DOD DEMOGRAPHICS

April 2006 Edition

APRIL 2006
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APPROPRIATED FUND

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*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethic preference (Hispanic, non-Hispanic). The 'Hispanic' ethnicity category means, the number of people who are Hispanic/non-Hispanic based on the same population used to determine the number of personnel who are in each race category.

DoD Demographics

Department of Defense (DOD) Civilian Workforce Demographics Introduction

The DOD Civilian Workforce Demographics are produced monthly by the Civilian Personnel Management Service (CPMS), Human Resources Automated Systems Division as a convenient reference for various audiences. It contains information, using tables and charts, about the DOD workforce that is supported by the Defense Civilian Personnel Data System (DCPDS). DCPDS processes personnel transactions for over 800,000 DOD civilians on a 'real-time basis' and is the largest Human Resources system in the world. The majority of the data contained in the charts and tables that make up the DOD Civilian Workforce Demographics are "as of" the end of the month, however data is included from a historical perspective in some instances. The tables and charts included are generated solely from DCPDS with the exception of Non Appropriated Fund data, which is provided by the Defense Manpower Data Center (DMDC) and subsequently incorporated.

DMDC maintains the largest historical archive of personnel, manpower, training, and financial data in DOD. DMDC personnel data is broad in scope and extends back to the early 1970s to cover all Military Services, all components of the Total Force (active duty, guard, reserve, and civilian), and all the phases of the personnel life cycle (accession/separation/retirement). For additional information on DMDC and their data services, visit http://www.dmdc.osd.mil.

Customers should be aware that when comparing DCPDS and DMDC data, discrepancies will surface, due to the fact that DCPDS uses transactional data while DMDC uses snapshots of data. The "as of date" of the data will also differ. Also, DMDC receives data not only from DCPDS, but from other systems. Finally, DCPDS covers personnel in pay and non pay status, while DMDC reports only personnel in pay status.

Another source for data comparison is the Office of Personnel Management's FACT BOOK, Which can be found at http://www.opm.gov/feddata/factbook/. This source provides information on the entire Federal community.

You may download a copy of any of the versions of the DOD Civilian Workforce Demographics publication that are available. Three (3) months will be available. The document is available in Adobe Acrobat's Portable Document Format (PDF), which requires Adobe Acrobat for viewing and printing. Acrobat uses hypertext and electronic bookmarks to help the reader navigate through the document.

The DOD Civilian Workforce Demographics are designed to be easy-to-use and to provide useful, high level information. Comments for improvement or suggestions are welcome. For feedback and suggestions, please e-mail to Feedback

Appropriated Fund

DoD Executives and Senior Level Employees
(Appropriated Fund)

Senior Executive Service and Executive Pay

37
(3%)

1222
(97%)

- ☐ Total ES
- ☐ Total EX

Intelligence Executive/Professional Senior Level Positions/Scientific and Professional

34
(13%)

59
(22%)

63
(23%)

116
(42%)

- ☐ Total IE
- ☐ Total IP
- ☐ Total SL
- ☐ Total ST
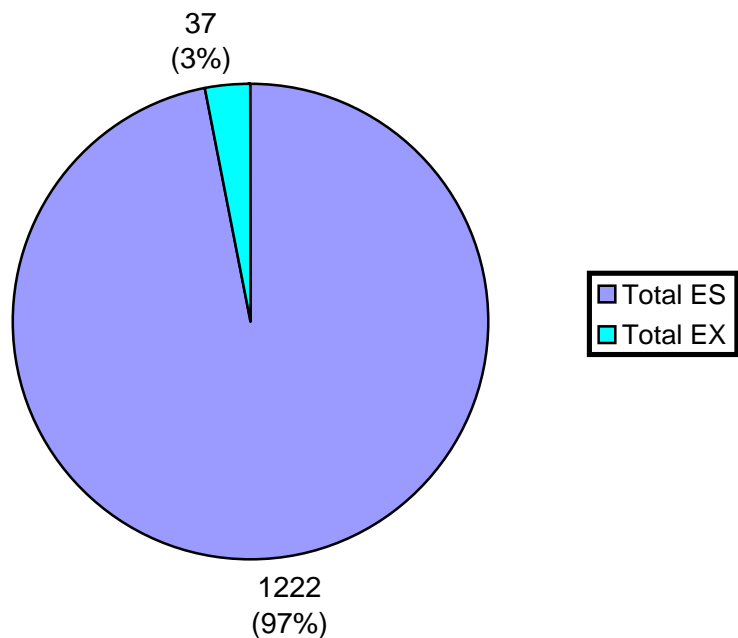
Executive Service & Executive Pay		
ES	1222	97%
EX	37	3%
Total ES & EX	**1259**	**100%**
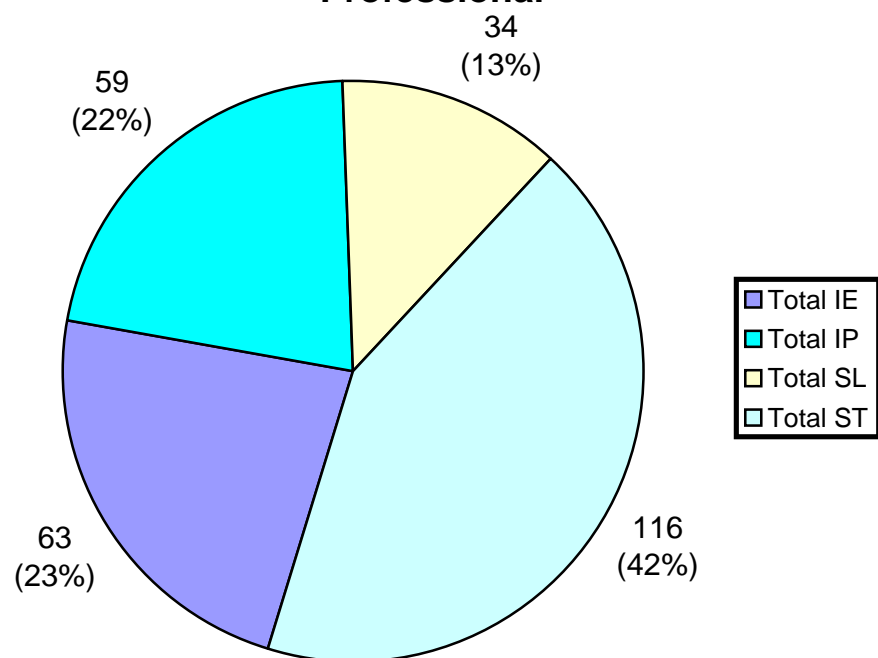
Intelligence Executive/Intelligence Professional Senior Level Positions/Scientific and Professional		
IE	63	23%
IP	59	22%
SL	34	13%
ST	116	42%
Total	**272**	**100%**

DCPDS data as of Apr 30, 2006

DoD Executives by Component
(Appropriated Fund)

Senior Executive Service		
Army	262	21%
Navy	310	25%
Air Force	162	13%
DoD Agencies	488	41%
Total	**1222**	**100%**

Executive Pay		
Army	6	16%
Navy	6	16%
Air Force	5	14%
DoD Agencies	20	54%
Total	**37**	**100%**

DCPDS data as of Apr 30, 2006
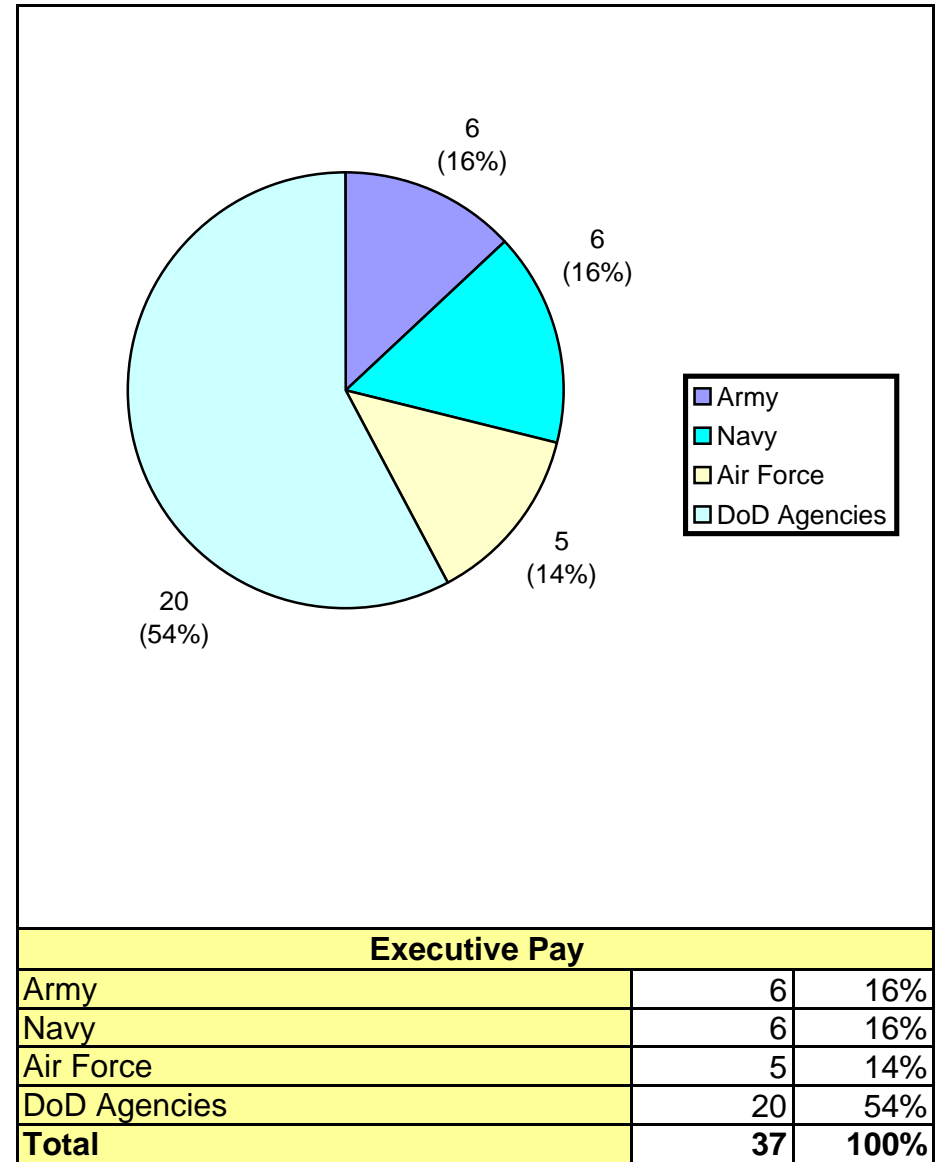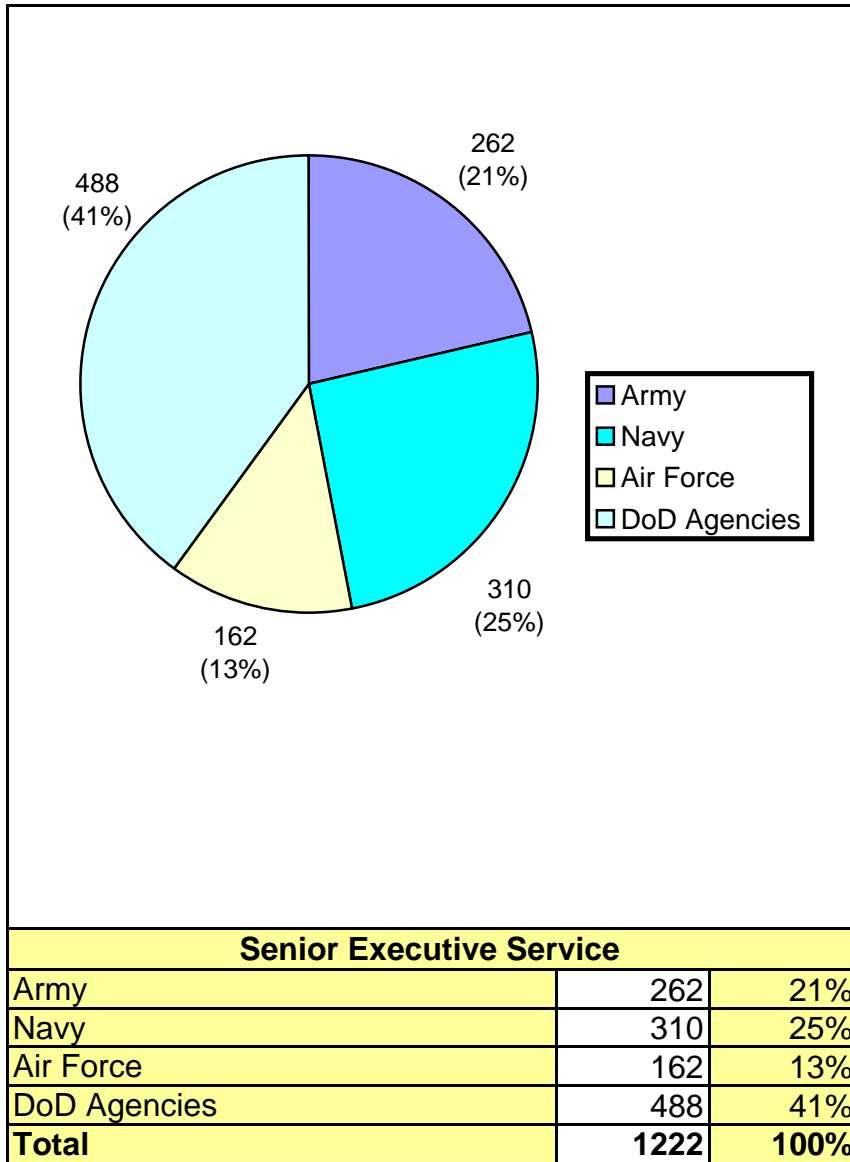
DoD Senior Level Positions/Scientific and Professional by Components
(Appropriated Fund)

28
(19%)

33
(22%)

- Army
- Navy
- Air Force
- DoD Agencies

38
(25%)

51
(34%)

Senior Level Positions/Scientific and Professional		
Army	33	22%
Navy	38	25%
Air Force	51	34%
DoD Agencies	28	19%
Total	**150**	**100%**

DCPDS data as of Apr 30, 2006
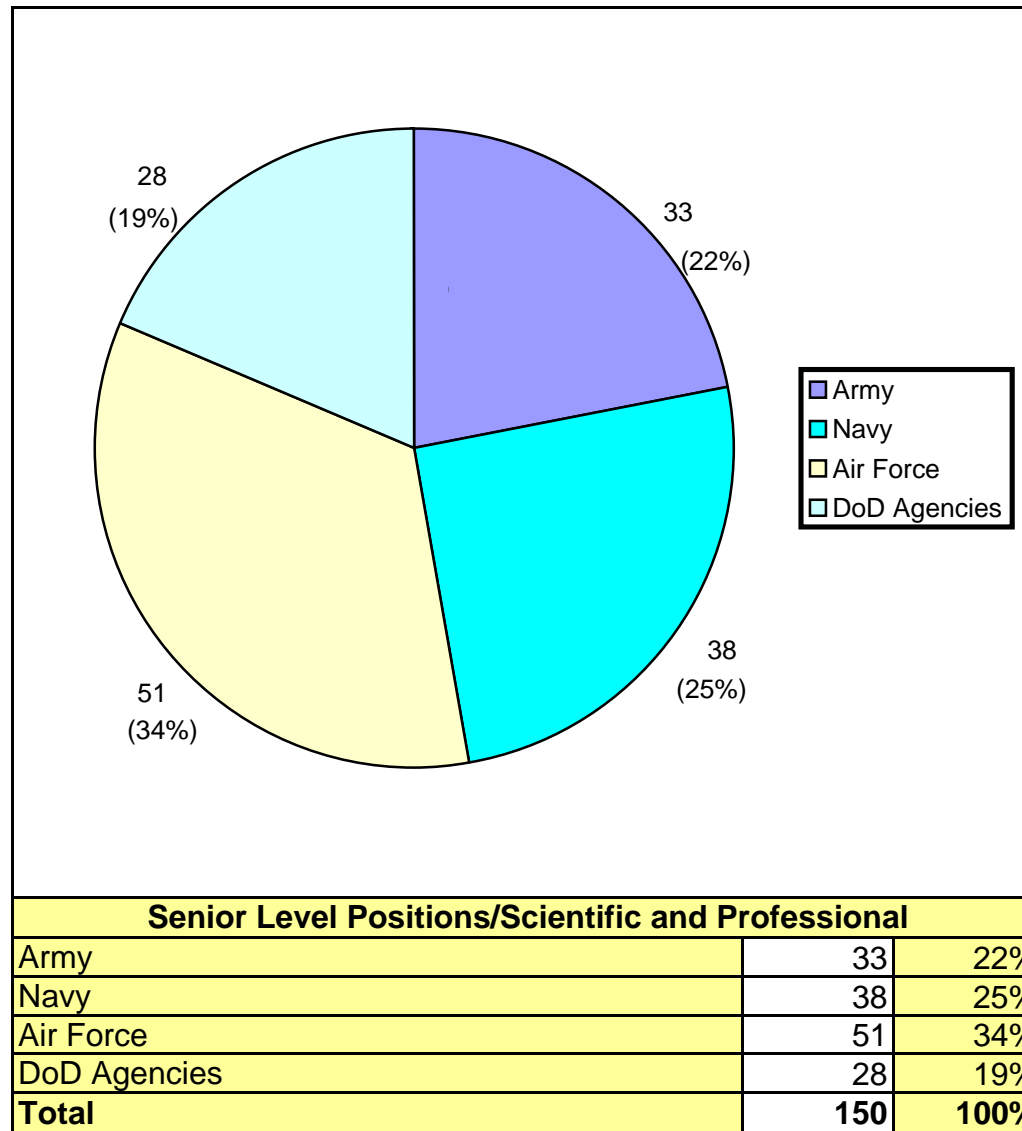
DoD Executives by Appointment Type
(Appropriated Fund)

86
(7%)

36
(3%)

30
(2%)

- ☐ Excepted Indefinite
- ☐ SES Career
- ☐ SES Limited Term
- ☐ SES Non Career
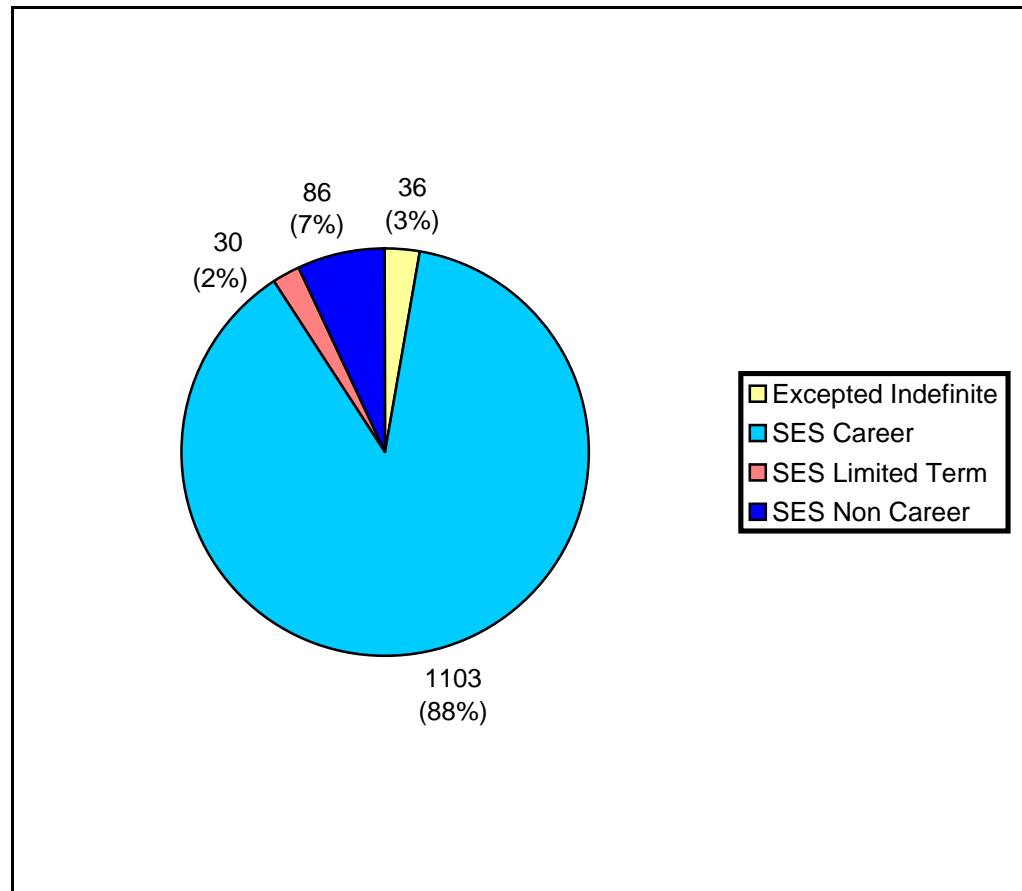
1103
(88%)

DoD Executives by Appointment Type		
Competitive Career	*2	0%
Excepted Appointment NTE	*1	0%
Excepted Indefinite	36	3%
Indefinite Appointment	*1	0%
SES Career	1103	88%
SES Limited Term	30	2%
SES Non Career	86	7%
Total	**1259**	**100%**

*Some data shown in table are not provided in the chart above

DCPDS data as of Apr 30, 2006

General Workforce Demographics of Executives
(Appropriated Fund)

Race/National Origin
Executive Service and Executive Pay

Legend:
- American Indian
- Asian/Pacific Islander
- Black
- Hispanic
- RNO Identification Pending
- White
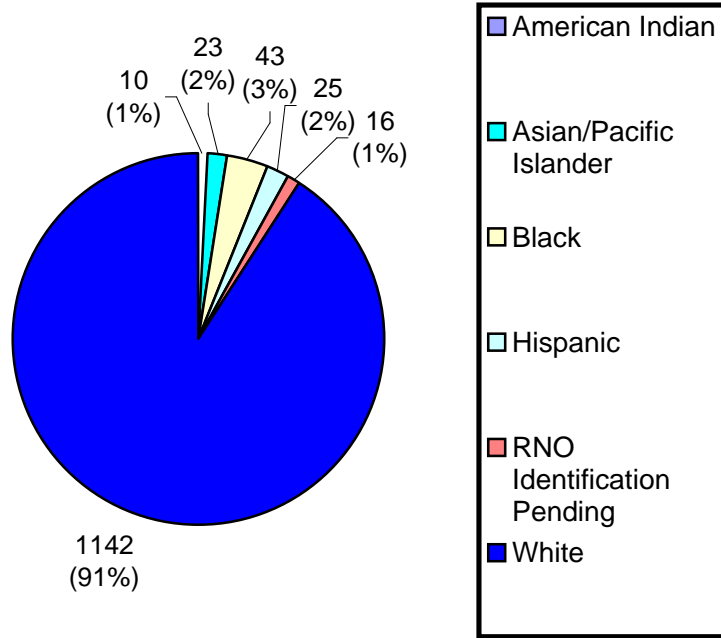
Race and National Origin Designation		
American Indian	10	1%
Asian/Pacific Islander	23	2%
Black	43	3%
Hispanic	25	2%
RNO Identification Pending	16	1%
White	1142	91%
Total	**1259**	**100%**

Gender
Executive Service and Executive Pay

Legend:
- Female
- Male
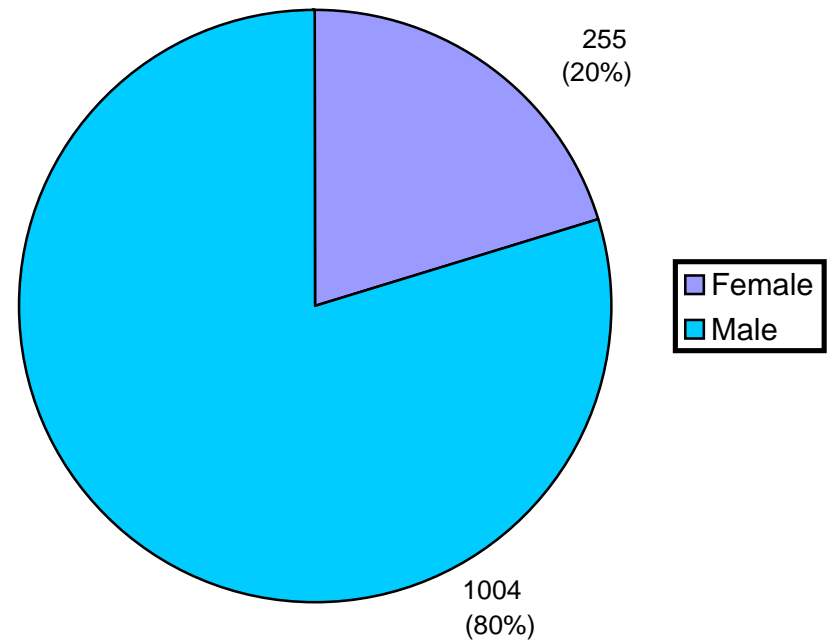
Gender		
Female	255	20%
Male	1004	80%
Total	**1259**	**100%**

Administratively Determined
(Appropriated Fund/White Collar)

Administratively Determined		
AD 00-04	4253	46%
AD 05-09	1807	20%
AD 10-14	1673	18%
AD 15-19	968	11%
AD 20-24	352	4%
AD 25-28	53	1%
Total	**9106**	**100%**

DCPDS data as of Apr 30, 2006
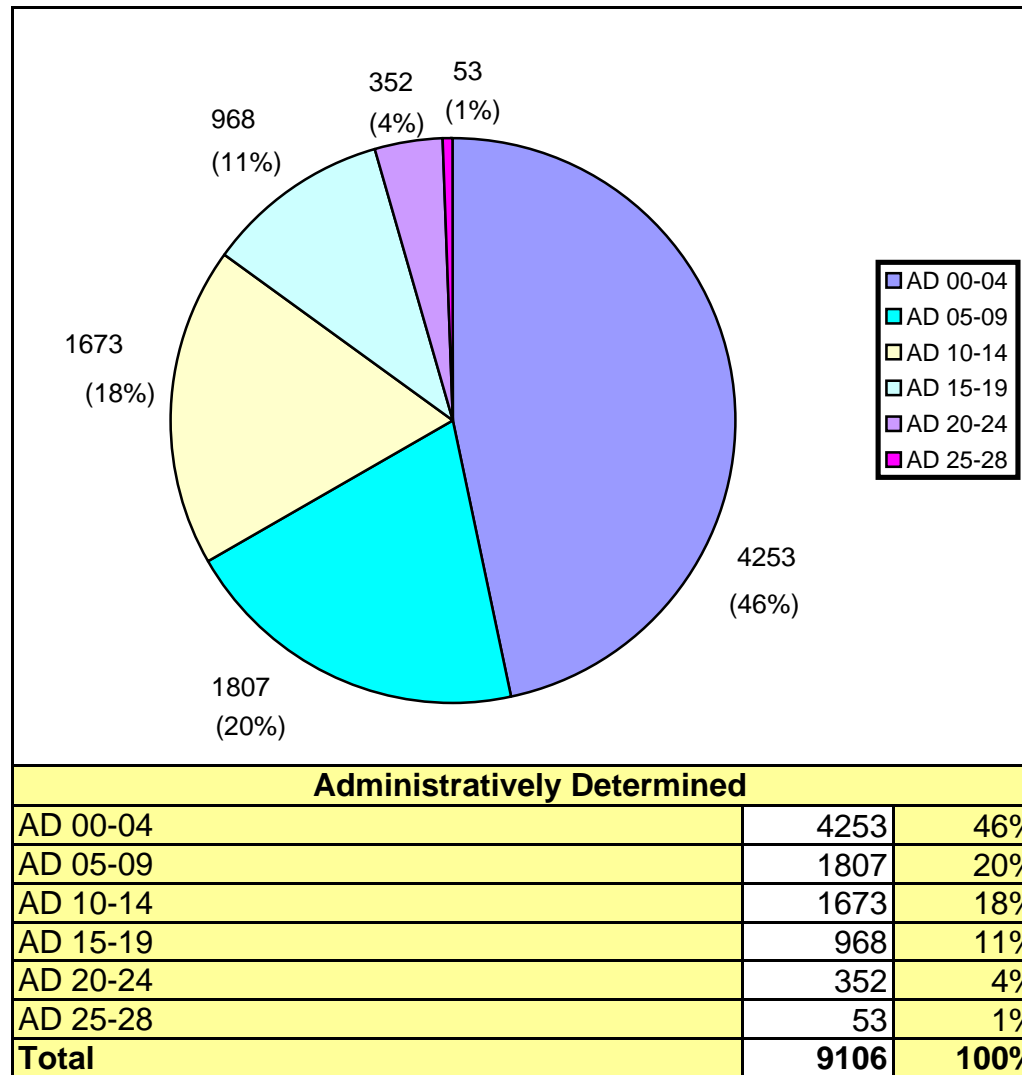
General Schedule and Lab/Demonstration Projects
(Appropriated Fund/White Collar)

GS and Equivalent

29235 (6%)
120285 (26%)
90453 (20%)
223264 (48%)

Legend:
- GS 1-4
- GS 5-8
- GS 9-12
- GS 13-15
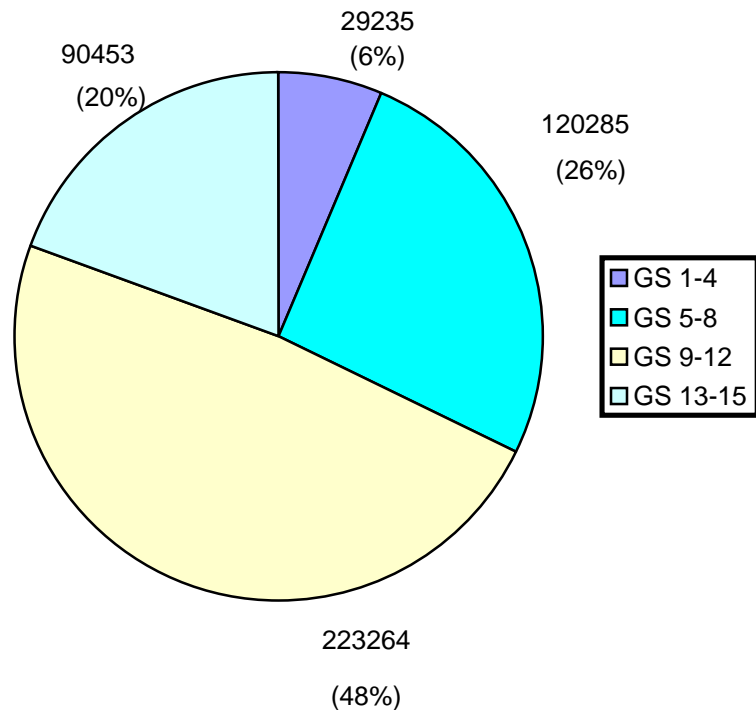
GS and Equivalent*		
GS 1-4	29235	6%
GS 5-8	120285	26%
GS 9-12	223264	48%
GS 13-15	90453	20%
Total	**463237**	**100%**

*Includes GS, GM and GG Pay Plans

Lab/Demos

2245 (5%)
5584 (12%)
275 (0%)
1557 (3%)
1106 (2%)
3485 (7%)
11184 (24%)
2414 (5%)
12156 (27%)
7125 (15%)

Legend:
- Air Force Research Lab
- Army Aviation Reasearch, Dev&Eng Ctr
- Army Comm-Electronics Comm Research
- Army Engineer Research & Dec Ctr
- Army medical research and Mat Cmd
- China Lake Demo
- DoD Acquisition Demo
- Naval Research Lab
- Navy Warfare Center
- Space and Naval Warfare Sys Command
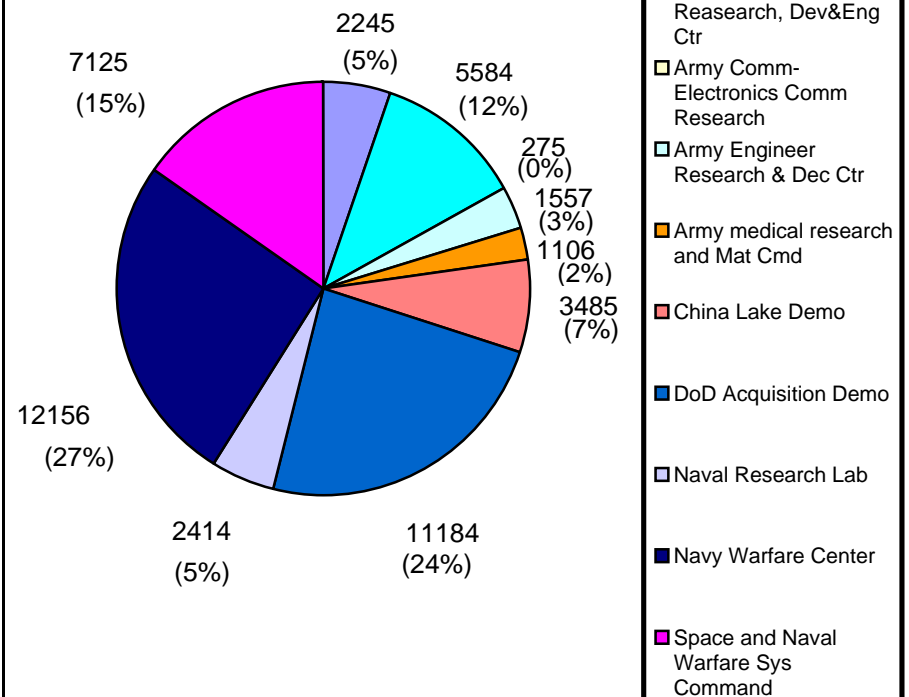
Lab/Demos		
Air Force Research Lab	2445	5%
Army Aviation Researc, Dev&Eng Ctr	5584	12%
Army Comm-Electronics Comm Research	*275	0%
Army Engineer Research & Dev Ctr	1557	3%
Army Medical Research and Mat Cmd	1106	2%
China Lake Demo	3485	7%
DoD Acquisition Demo	11184	24%
Naval Research Lab	2414	5%
Navy Warfare Center	12156	27%
Space and Naval Warfare SyS. Command	7125	15%
Total	**47331**	**100%**

*Some data shown in table are not provided in the chart above

DCPDS data as of Apr 30, 2006

White Collar Employees
(Appropriated Fund)

All White Collar

47331 (9%) 9525 (2%) 9106 (2%)

463237 (87%)

Legend:
- Executive (ES,EX)
- IE,IP,SL,ST
- Administratively Determined
- Lab/Demos
- Teachers (TP)
- CA,ED,EE,EF,EG,EH,EI, SR(Experts&Consultants &Advisory Members

Non Supervisor/Supervisor

70712 (13%)

460699 (87%)

- Non Supervisor
- Supervisor
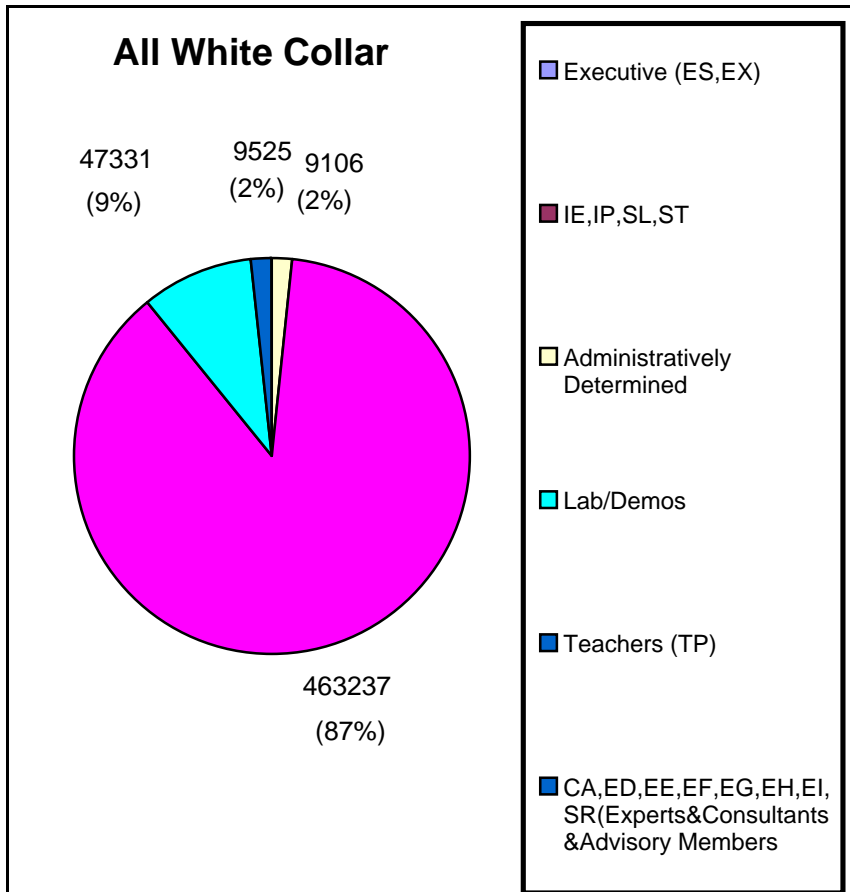
White Collar Employees		
Executive (ES,EX)	*1259	0%
IE,IP,SL,ST	*272	0%
Administratively Determined	9106	2%
GS and Equivalent	463237	87%
Lab/Demos	47331	9%
Teachers (TP)	9525	2%
CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)	*681	0%
Total	**531411**	**100%**

*Some data shown in table are not provided in the chart above
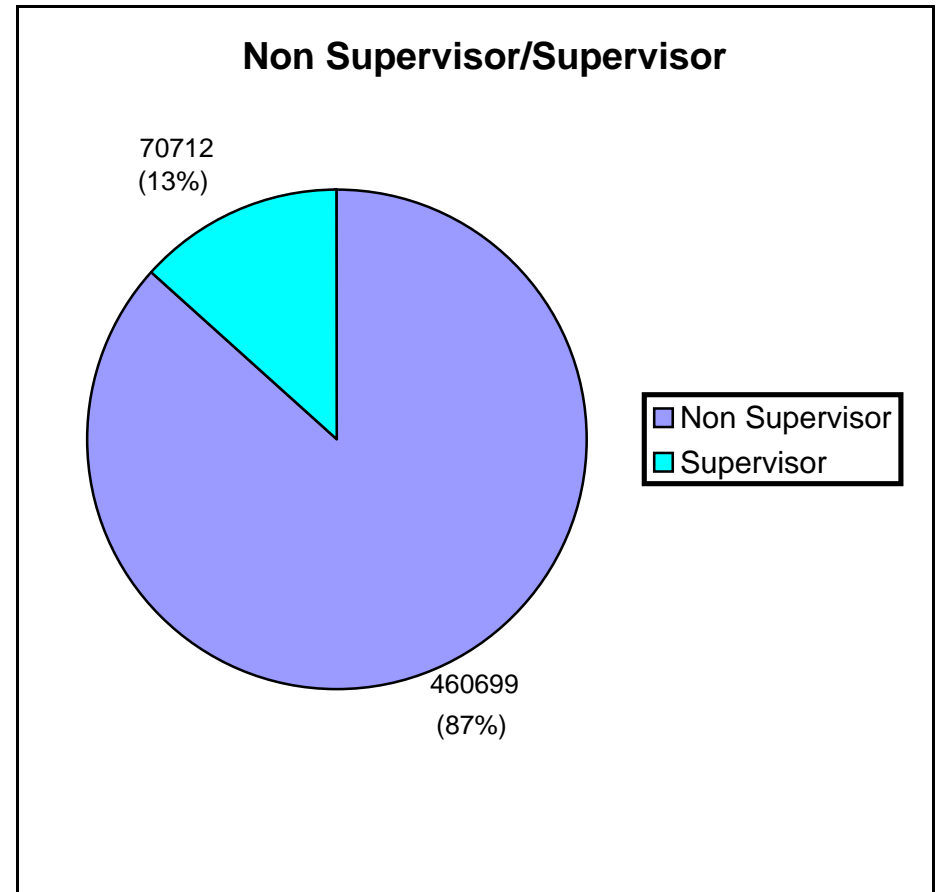
Non Supervisor/Supervisor		
Non Supervisor	460699	87%
Supervisor	70712	13%
Total	**531411**	**100%**

Blue Collar Workforce
(Appropriated Fund)

All Blue Collar

4803
(3%)

25089
(17%)

- ■ Maritime Pay Schedules
- □ Wage 0-5
- □ Wage 6-9
- ■ Wage 10+

48640
(32%)

73193
(48%)

Non Supervisor/Supervisors

13521
(9%)

- ■ Non Supervisor
- ■ Supervisor

138267
(91%)

Blue Collar Employees		
Administratively Determined	*63	0%
Maritime Pay Schedules (WM)	4803	3%
WG/WL/WS 0-5 and Equivalent	25089	17%
WG/WL/WS 6-9 and Equivalent	48640	32%
WG/WL/WS 10+ and Equivalent	73193	48%
Total	**151788**	**100%**

Non Supervisor/Supervisor		
Non Supervisor	138267	91%
Supervisor	13521	9%
Total	**151788**	**100%**

*Some data shown in table are not provided in the chart above

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Blue Collar vs White Collar
(Appropriated Fund)

151788
(22%)

531411
(78%)

◻ Blue Collar
◻ White Collar

Blue and White Collar		
Blue Collar	151788	22%
White Collar	531411	78%
Total	**683199**	**100%**

Work Schedule
(Appropriated Fund)

Work Schedule		
Full Time Perm	645243	95%
Full Time Temp	13078	2%
Part Time Perm	15922	2%
Part Time Temp * Less than 1 Percent	2111	*0%
Intermittent	6845	1%
Total	**683199**	**100%**

*Some data shown in table are not provided in the chart above

DCPDS data as of Apr 30, 2006
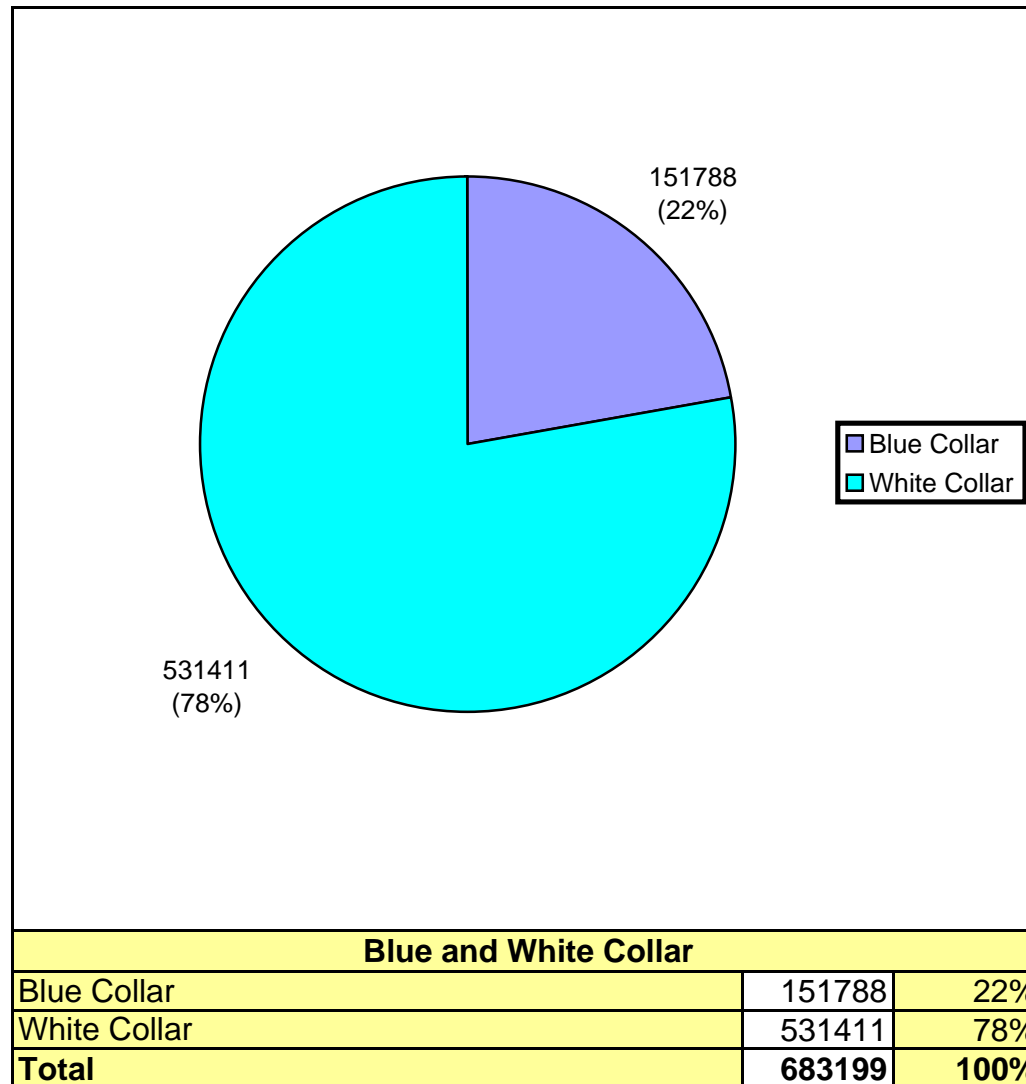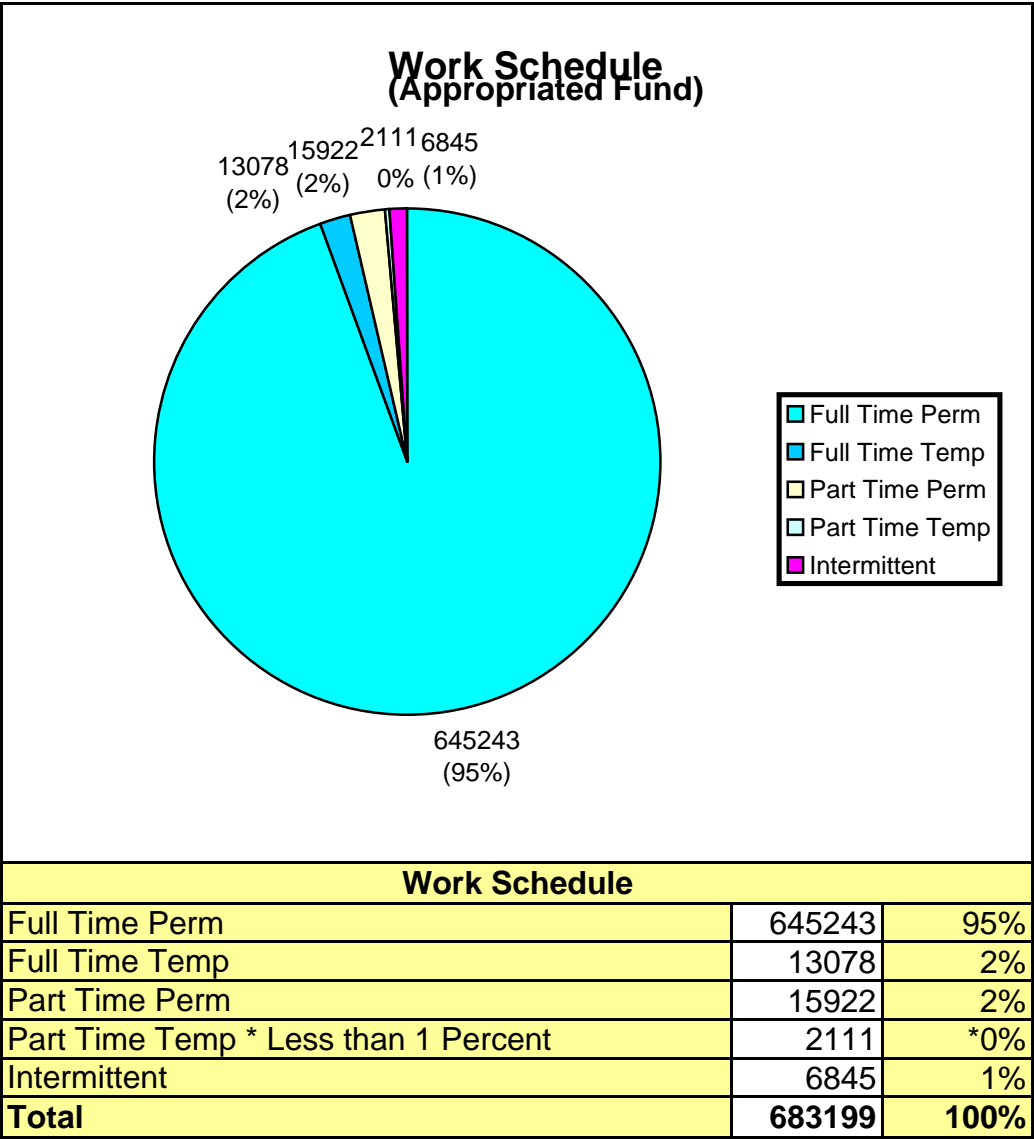
CONUS vs OCONUS
(Appropriated Fund)

40816
(6%)

642383
(94%)

| CONUS |
| OCONUS |

Geographic Location		
CONUS	642383	94%
OCONUS	40816	6%
Total	**683199**	**100%**

DCPDS data as of Apr 30, 2006

Employees by Component
(Appropriated Fund)

Employees by Component		
Army	218200	32%
Navy	175466	26%
Air Force	137205	20%
DoD Agencies	98951	14%
NGB	53377	8%
Total	**683199**	**100%**
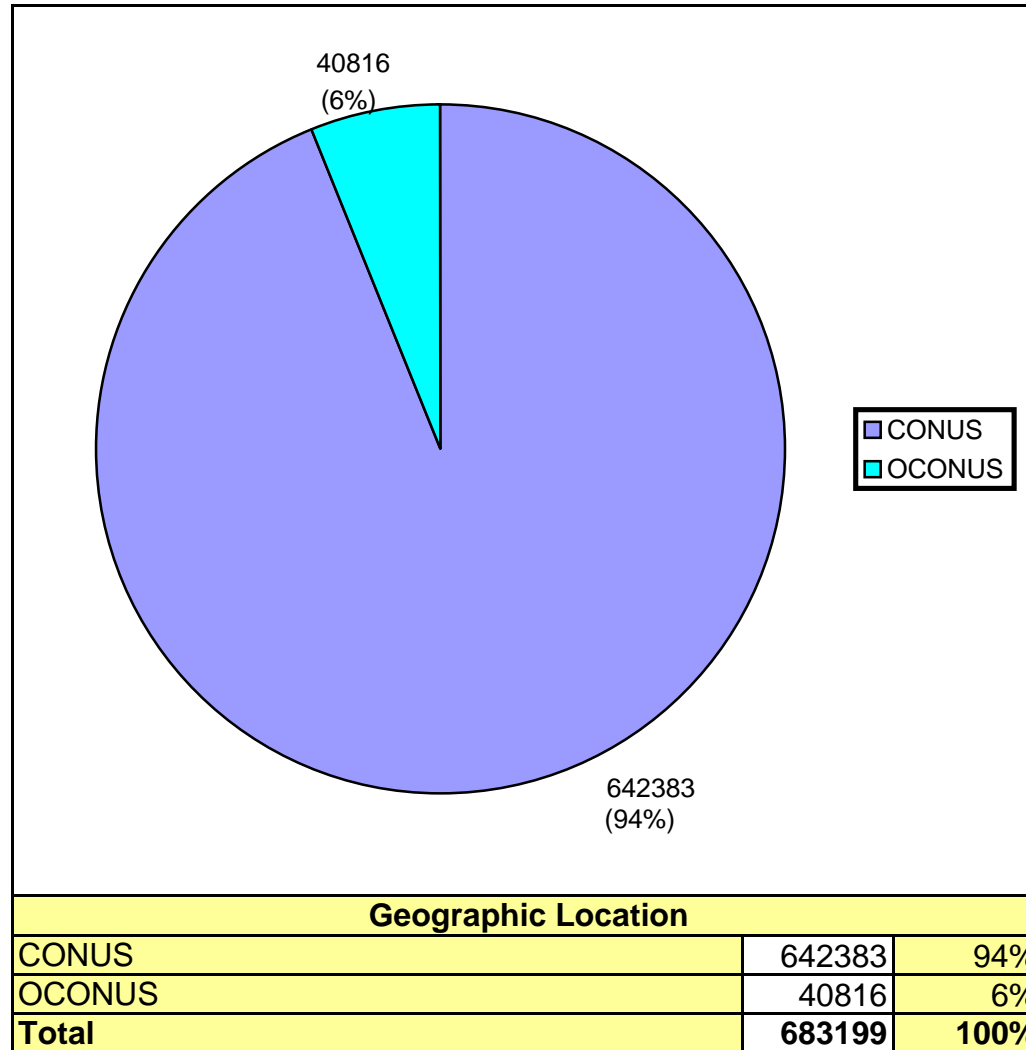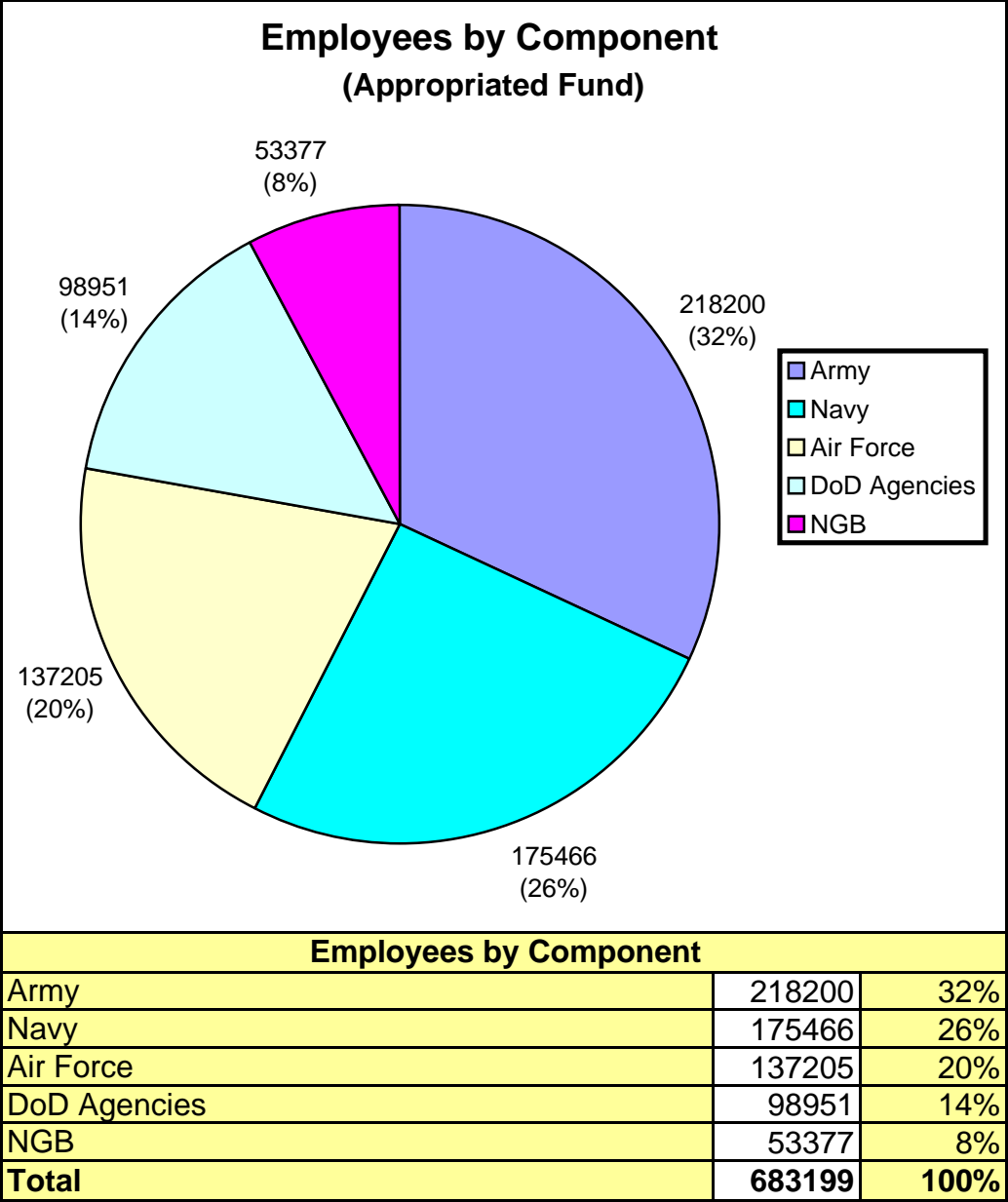
General Workforce Demographics
(Appropriated Fund)

RNO Designation

6228
(1%)

40135
(6%)

99748
(15%)

42672
(6%)

1800
(0%)

485108
(72%)

Legend:
- American Indian
- Asian/Pacific Islander
- Black
- Hispanic
- Ident Pending
- Not Hispanic in Puerto Rico
- Other**
- White
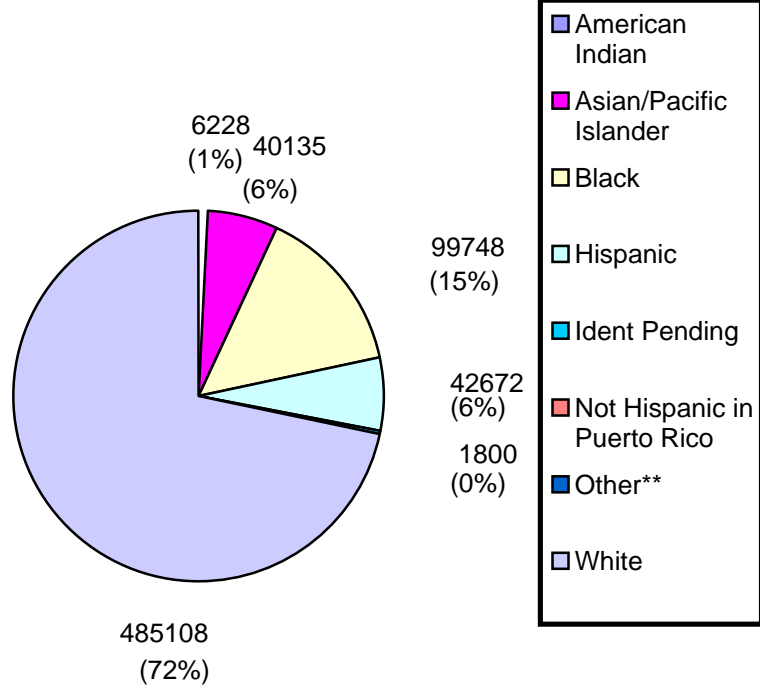
RNO Designation		
American Indian	6228	1%
Asian/Pacific Islander	40135	6%
Black	99748	15%
Hispanic	42672	6%
Ident Pending	1800	0%
Not Hispanic in Puerto Rico	*204	0%
Other**	*7304	0%
White	485108	72%
Total	683199	100%

Other** Data not reported by employee
*Some data in table are not provided in chart above

Gender

246813
(36%)

436386
(64%)

Legend:
- Female
- Male
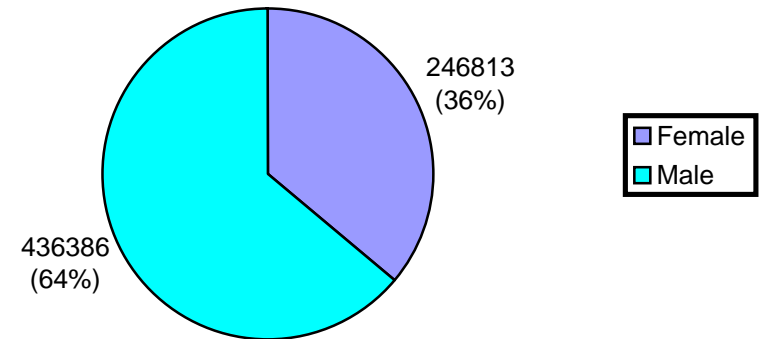
Gender		
Female	246813	36%
Male	436386	64%
Total	683199	100%

Age

40020
(6%)

70965
(10%)

219307
(32%)

112399
(16%)

237726
(36%)

Legend:
- 30 and below
- 31 to 40
- 41 to 50
- 51 to 60
- 61 to 70
- Over 70
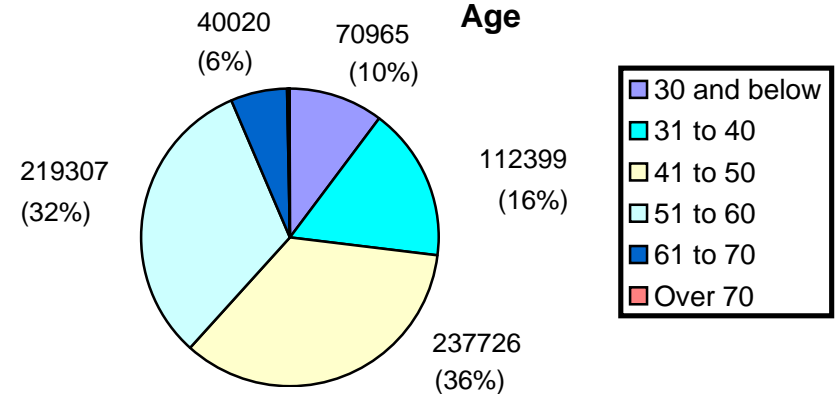
Age		
30 and below	70965	10%
31 to 40	112399	16%
41 to 50	237726	36%
51 to 60	219307	32%
61 to 70	40020	6%
Over 70	*2782	0%
Total	683199	100%

*Some data in table are not provided in chart above

DCPDS data as of Apr 30, 2006

Education Levels
(Appropriated Fund)

Pie chart values:
- 1535 (0%)
- 5460 (1%)
- 9038 (1%)
- 7056 (1%)
- 63201 (9%)
- 17657 (3%)
- 139562 (21%)
- 171168 (25%)
- 267183 (39%)

Legend:
- Non High School Graduate
- High School Graduate
- College or Occ. Program
- Bachelor's Degree
- Post Bachelor
- Master's Degree
- Post Master
- Doctorate
- Post Doctorate
- Education Level Not Reported
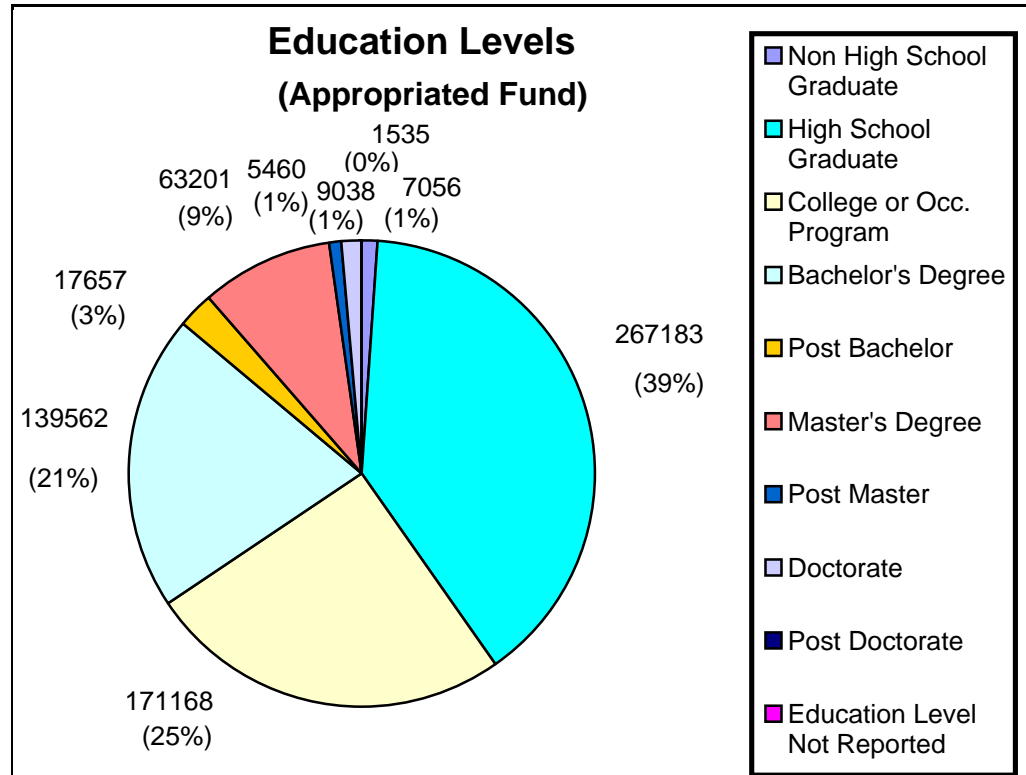
Education		
Non High School Graduate	7056	1%
High School Graduate	267183	39%
College or Occupational Program	171168	25%
Bachelor's Degree	139562	21%
Post Bachelor	17657	3%
Master's Degree	63201	9%
Post Master	5460	1%
Doctorate	9038	1%
Post Doctorate	*1201	0%
Education Level Not Reported	*1673	0%
Total	**683199**	**100%**

*Some data in table are not provided in chart above

DCPDS data as of Apr 30, 2006

Disabilities Reported
(Appropriated Fund)

46160
(7%)

637039
(93%)

Disability Reported
No Disability Reported
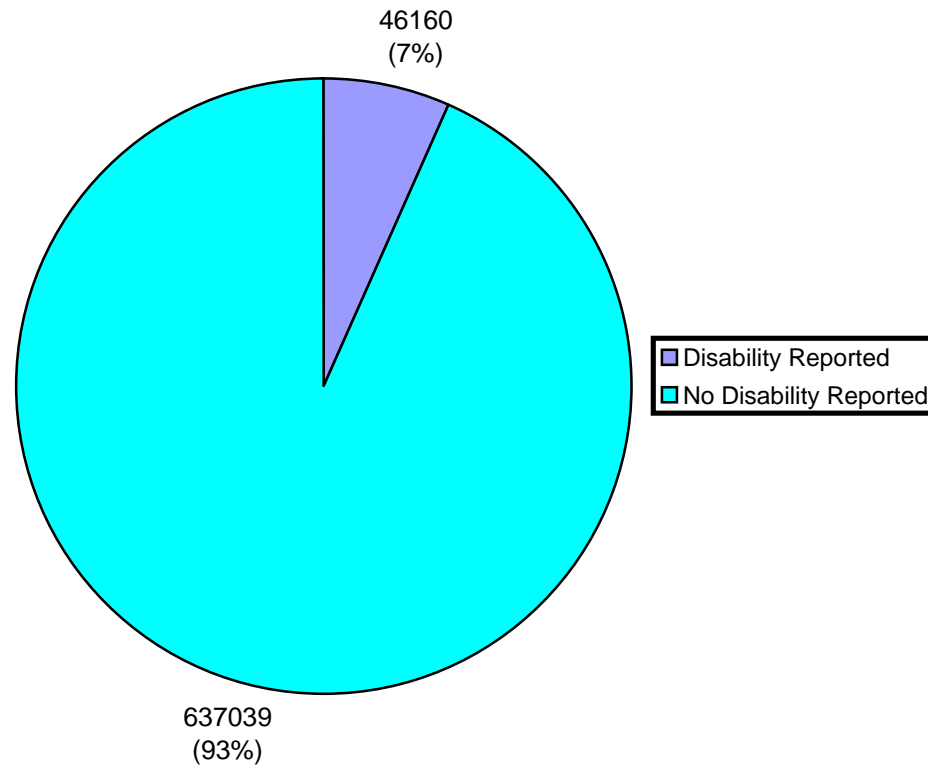
Disability/No Disability		
Disability Reported	46160	7%
No Disability Reported	637039	93%
Total	**683199**	**100%**

Veterans' Preference

DoD Appropriated Fund
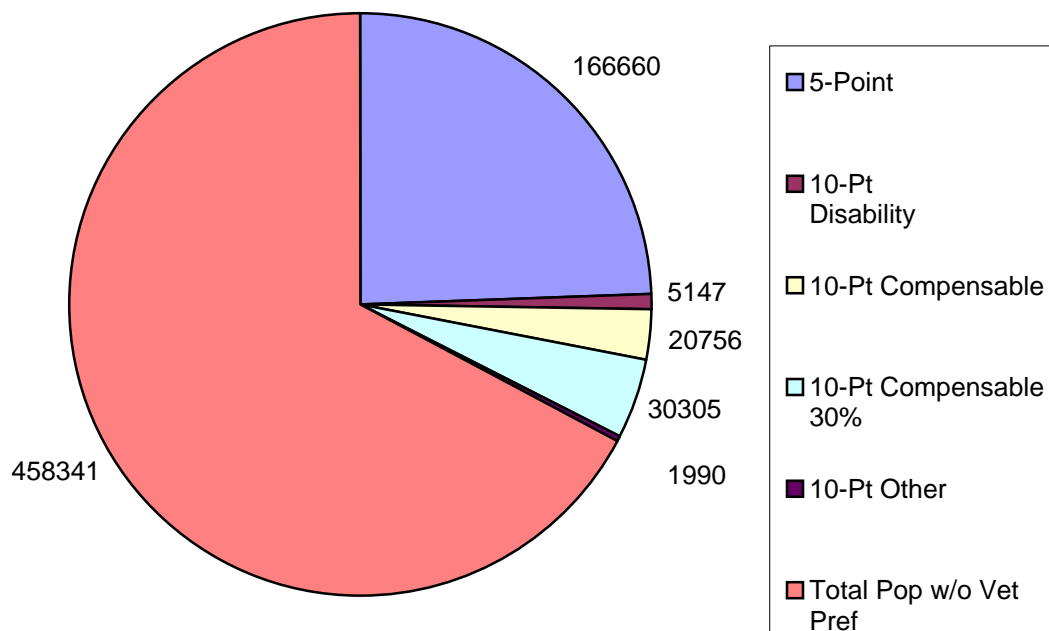
Note: (1) Data includes Appropriated Fund and Military Technicians records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service-connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service-connected disability of 30 percent or more that entitles vet to compensation

10-Point/Other: Other person entitled to 10-point preference: (1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or (2) the widow/widower and mother of a deceased wartime veteran

	Veterans' Preference by Component as of Apr 30, 2006															
	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ	Total % DoD Civ
Air Force	44125	32.16%	1150	0.84%	6065	4.42%	8215	5.99%	411	0.30%	59966	43.71%	77239	56.29%	137205	20.08%
Army	57173	26.20%	2042	0.94%	8141	3.73%	13097	6.00%	738	0.34%	81191	37.21%	137009	62.79%	218200	31.94%
DoD Agencies	18361	18.56%	670	0.68%	2164	2.18%	3156	3.19%	418	0.42%	24769	25.03%	74182	74.97%	98951	14.48%
Natl Guard	19	0.04%	1	*	2	*	0	*	0	*	22	0.04%	53355	99.96%	53377	7.82%
Navy	46982	26.77%	1284	0.73%	4384	2.50%	5837	3.33%	423	0.24%	58910	33.57%	116556	66.43%	175466	25.68%
Grand Total	166660	24.39%	5147	0.75%	20756	3.04%	30305	4.44%	1990	0.29%	224858	32.91%	458341	67.09%	683199	100%

* Percentage is greater than two decimals, insignificant for comparing purposes

DCPDS data as of Apr 30, 2006

Supervisor to Employee Ratio - Total Workforce
(Appropriated Fund)

84233
(12%)

598966
(88%)

Non Supervisor
Supervisor

Non Supervisor/Supervisor		
Non Supervisor	598966	88%
Supervisor	84233	12%
Total	**683199**	**100%**
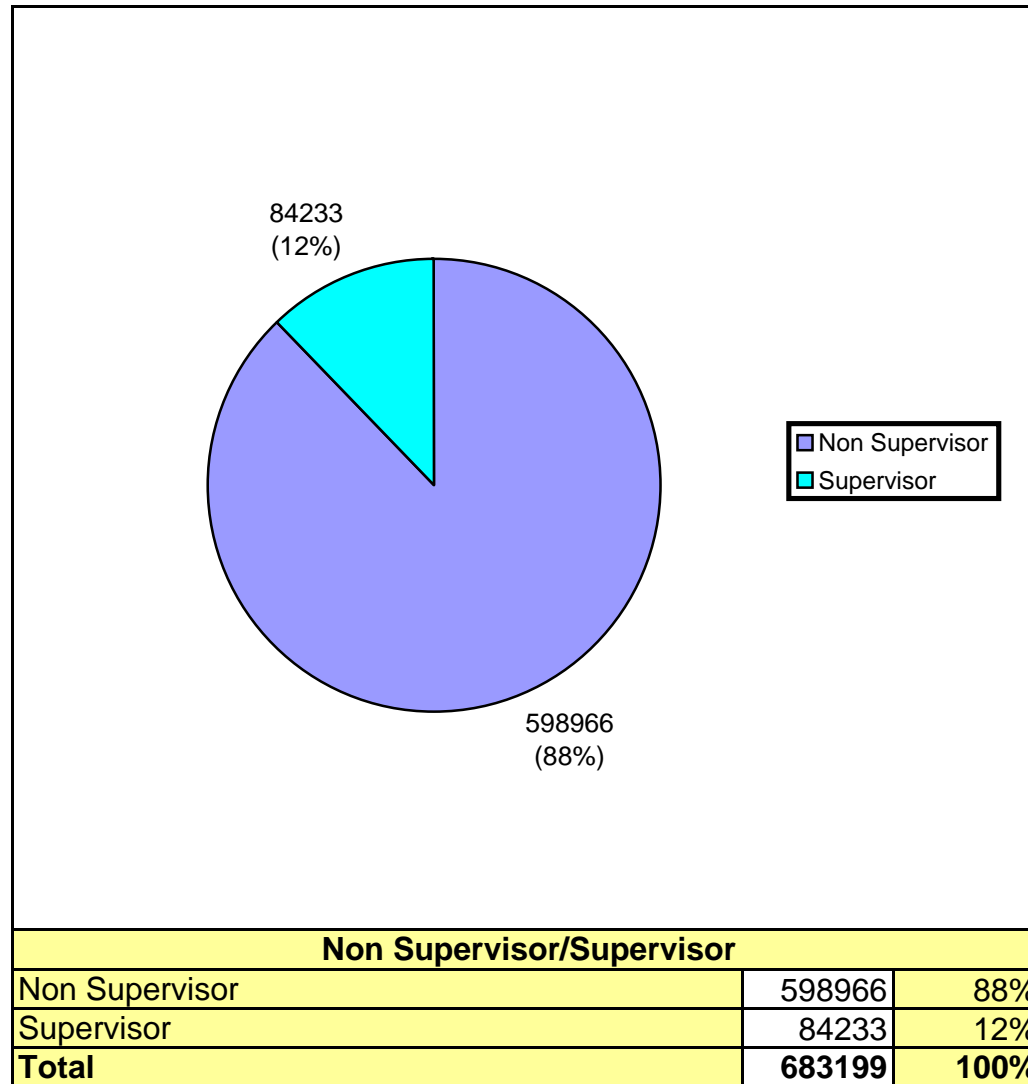
Non Supervisor/ Supervisor by Components
(Appropriated Fund)

Non Supervisor by Components

44751
(7%)

195361
(33%)

89229
(15%)

116311
(19%)

153314
(26%)

- Army
- Navy
- Air Force
- DoD Agencies
- NGB

Supervisor by Components

8626
(10%)

22839
(27%)

9722
(12%)

20894
(25%)

22152
(26%)

- Army
- Navy
- Air Force
- DoD Agencies
- NGB
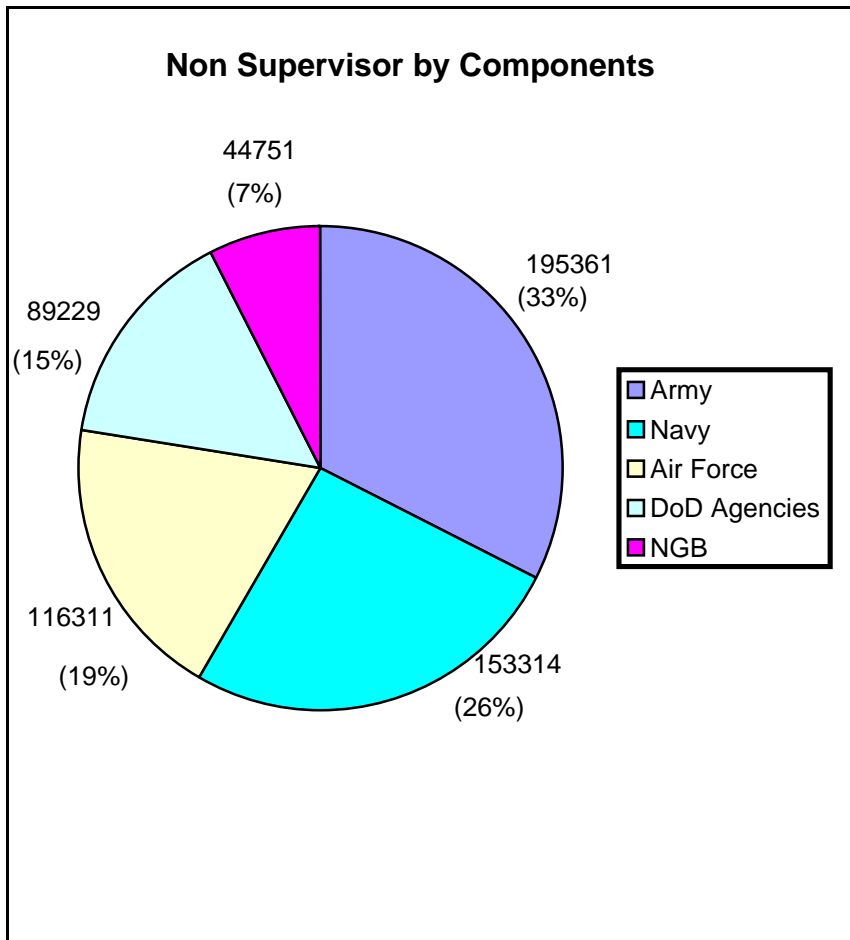
Non Supervisory Status		
Army	195361	33%
Navy	153314	26%
Air Force	116311	19%
DoD Agencies	89229	15%
NGB	44751	7%
Total	598966	100%
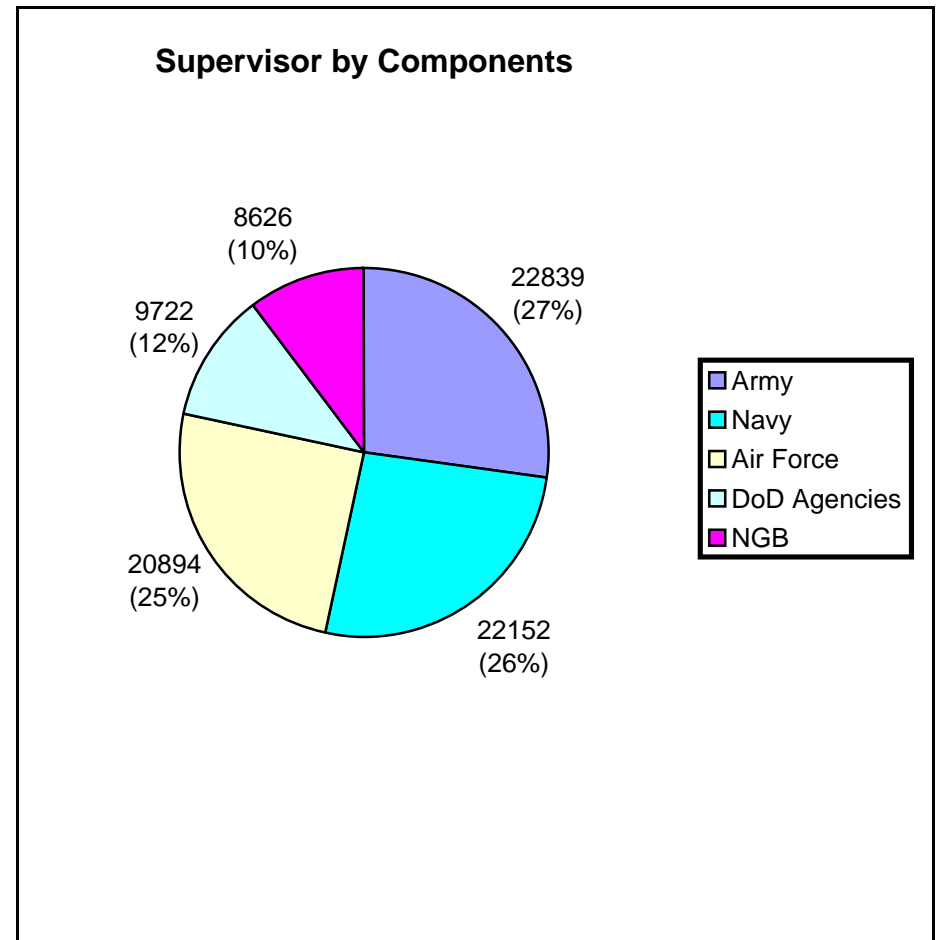
Supervisory Status		
Army	22839	27%
Navy	22152	26%
Air Force	20894	25%
DoD Agencies	9722	12%
NGB	8626	10%
Total	84233	100%

DCPDS data as of Apr 30, 2006

Bargaining vs Non Bargaining
(Appropriated Fund)

Bargaining Unit Employees

Legend:
- Army Blue Collar
- Army White Collar
- Navy Blue Collar
- Navy White Collar
- Air Force Blue Collar
- Air Force White Collar
- DoD Agencies Blue Collar
- DoD Agencies White Collar
- NGB Blue Collar
- NGB White Collar

Pie values:
- 30450 (8%)
- 14344 (4%)
- 22104 (6%)
- 51242 (13%)
- 9442 (2%)
- 54320 (14%)
- 29711 (7%)
- 55858 (14%)
- 36404 (9%)
- 95583 (23%)

Non Bargaining Unit Employees

Legend:
- Army Blue Collar
- Army White Collar
- Navy Blue Collar
- Navy White Collar
- Air Force Blue Collar
- Air Force Whie Collar
- DoD Agencies Blue Collar
- DoD Agencies White Collar
- NGB Blue Collar
- NGB White Collar

Pie values:
- 6845 (2%)
- 10084 (4%)
- 5443 (2%)
- 35812 (13%)
- 2455 (1%)
- 48797 (17%)
- 4377 (2%)
- 78647 (27%)
- 4557 (2%)
- 86724 (30%)

Bargaining Unit		
Army Blue Collar	30450	9%
Army White Collar	95583	28%
Navy Blue Collar	36404	11%
Navy White Collar	55858	16%
Air Force Blue Collar	29711	9%
Air Force White Collar	54320	16%
DoD Agencies Blue Collar	9442	2%
DoD Agencies White Collar	51242	13%
NGB Blue Collar	22104	6%
NGB White Collar	14344	4%
Total	399458	100%
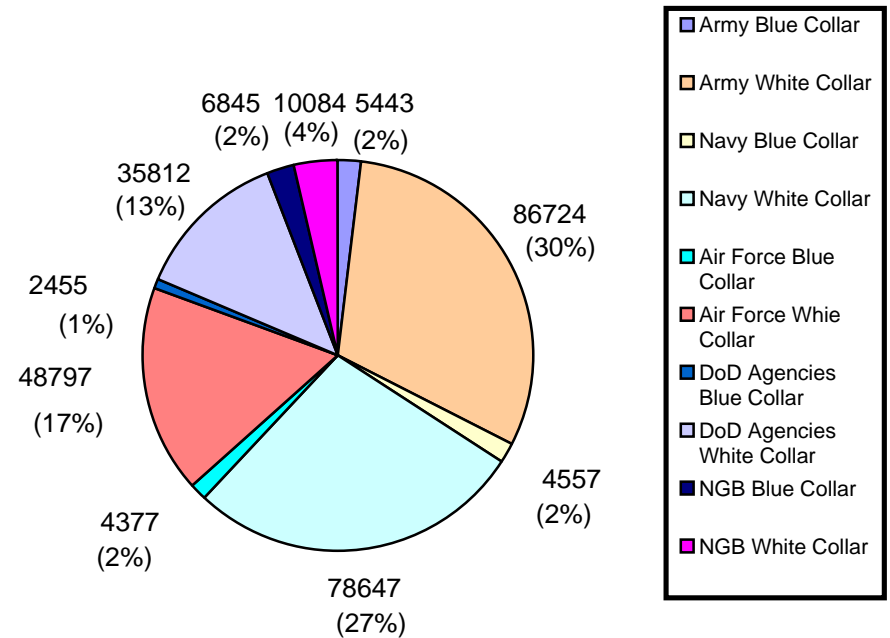
Non Bargaining Unit		
Army Blue Collar	5443	2%
Army White Collar	86724	30%
Navy Blue Collar	4557	2%
Navy White Collar	78647	27%
Air Force Blue Collar	4377	2%
Air Force White Collar	48797	17%
DoD Agencies Blue Collar	2455	1%
DoD Agencies White Collar	35812	13%
NGB Blue Collar	6845	2%
NGB White Collar	10084	4%
Total	283741	100%

DCPDS data as of Apr 30, 2006

New Hires
(Appropriated Fund)

FY03

9413
(9%)

27379
(28%)

20174
(20%)

23887
(24%)

19405
(19%)

- Army
- Navy
- Air Force
- DoD Agencies
- NGB
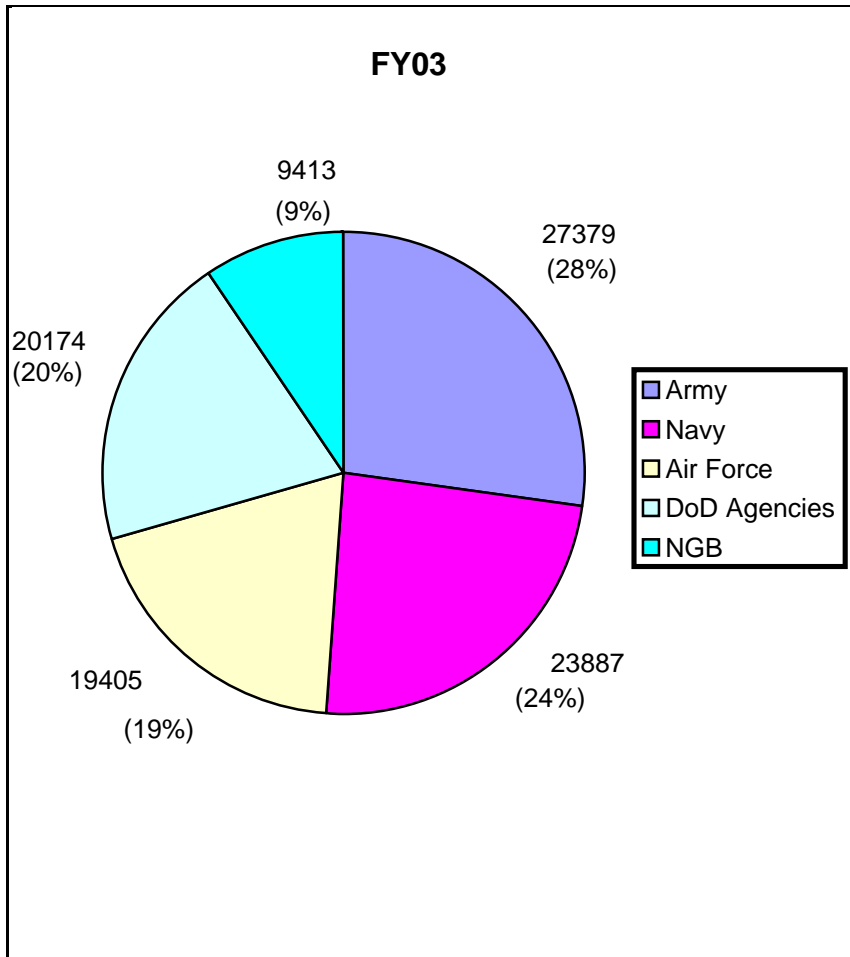
New DoD Hires FY03		
Army	27379	28%
Navy	23887	24%
Air Force	19405	19%
DoD Agencies	20174	20%
NGB	9413	9%
Total	**100258**	**100%**

FY04

9489
(10%)

33434
(34%)

20942
(22%)

15325
(16%)

17761
(18%)

- Army
- Navy
- Air Force
- DoD Agencies
- NGB
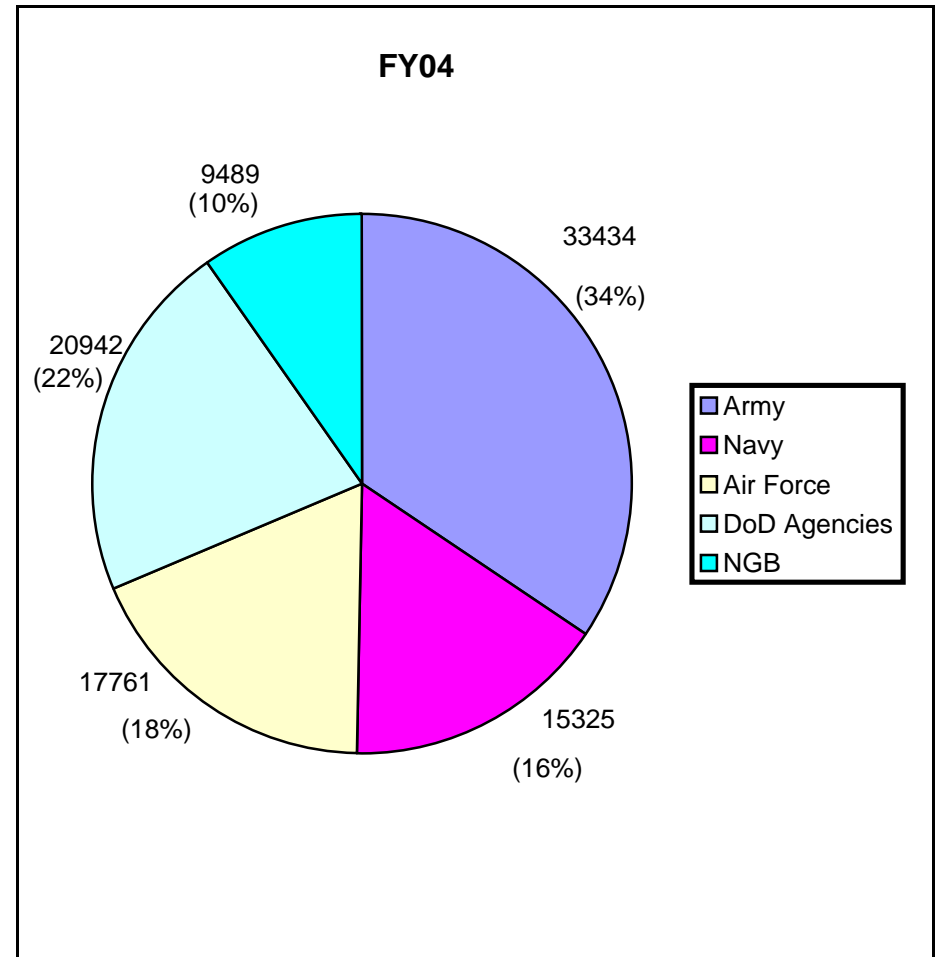
New DoD Hires FY04		
Army	33434	34%
Navy	15325	16%
Air Force	17761	18%
DoD Agencies	20942	22%
NGB	9489	10%
Total	**96951**	**100%**

DCPDS data as of Apr 30, 2006

New Hires
(Appropriated Fund)

FY05

9296
(10%)

35385
(37%)

16603
(18%)

- Army
- Navy
- Air Force
- DoD Agencies
- NGB

18281
(19%)

15052
(16%)

New DoD Hires FY05		
Army	35385	37%
Navy	15052	16%
Air Force	18281	19%
DoD Agencies	16603	18%
NGB	9296	10%
Total	**94617**	**100%**

DCPDS data as of Apr 30, 2006

CSRS Retirement Eligibility
(Appropriated Fund)

CSRS 2006

894
(2%)

6605
(15%)

15428
(34%)

8778
(20%)

- ■ Army
- ■ Navy
- □ Air Force
- □ DoD Agencies
- ■ NGB

12983
(29%)

% in chart represent % compared to total eligible for retirement

CSRS Retirement Eligibility as of Apr 2006				
Component	**Total Employees**	**CSRS Employee Count**	**CSRS Employees Eligibile for Optional Retirement**	**% of Total CSRS Eligible for Optional Retirement for Component**
Army	218,200	53,419	15,428	**29%**
Navy	175,466	51,058	12,983	**25%**
Air Force	137,205	32,154	8,778	**27%**
DoD Agencies	98,951	24,380	6,605	**27%**
NGB	53,377	4,543	894	**20%**
Grand Total	**683,199**	**165,554**	**44,688**	**27%**

CSRS 2011

3199
(3%)

17328
(15%)

38536
(33%)

21959
(19%)

- ■ Army
- ■ Navy
- □ Air Force
- □ DoD Agencies
- ■ NGB

34967
(30%)

% in chart represent % compared to total eligible for retirement

CSRS Retirement Eligibility as of Apr 2011				
Component	**Total Employees**	**CSRS Employee Count**	**CSRS Employees Eligibile for Optional Retirement**	**% of Total CSRS Eligible for Optional Retirement for Component**
Army	218,200	53,419	38,536	**72%**
Navy	175,466	51,058	34,967	**68%**
Air Force	137,205	32,154	21,959	**68%**
DoD Agencies	98,951	24,380	17,328	**71%**
NGB	53,377	4,543	3,199	**70%**
Grand Total	**683,199**	**165,554**	**115,989**	**70%**

DCPDS data as of Apr 30, 2006

FERS Retirement Eligibility
(Appropriated Fund)

FERS 2006

- 167 (1%)
- 3436 (18%)
- 6523 (33%)
- 4317 (22%)
- 4954 (26%)

Legend:
- Army
- Navy
- Air Force
- DoD Agencies
- NGB

% in chart represent % compared to total eligible for retirement

FERS 2011

- 2425 (3%)
- 12847 (17%)
- 25813 (35%)
- 15637 (21%)
- 18218 (24%)

Legend:
- Army
- Navy
- Air Force
- DoD Agencies
- NGB

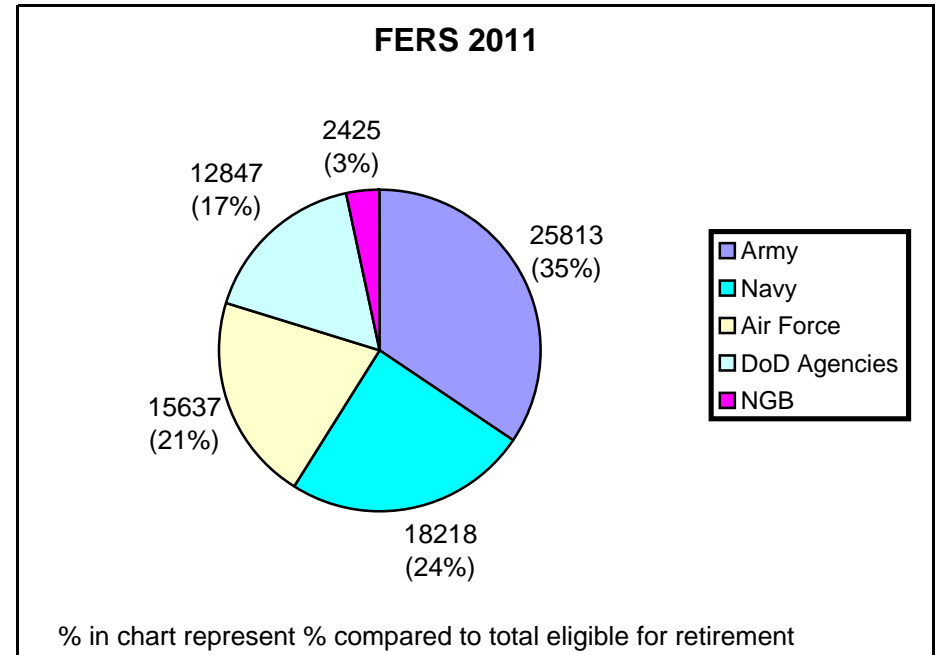% in chart represent % compared to total eligible for retirement

FERS Retirement Eligibility as of Apr 2006

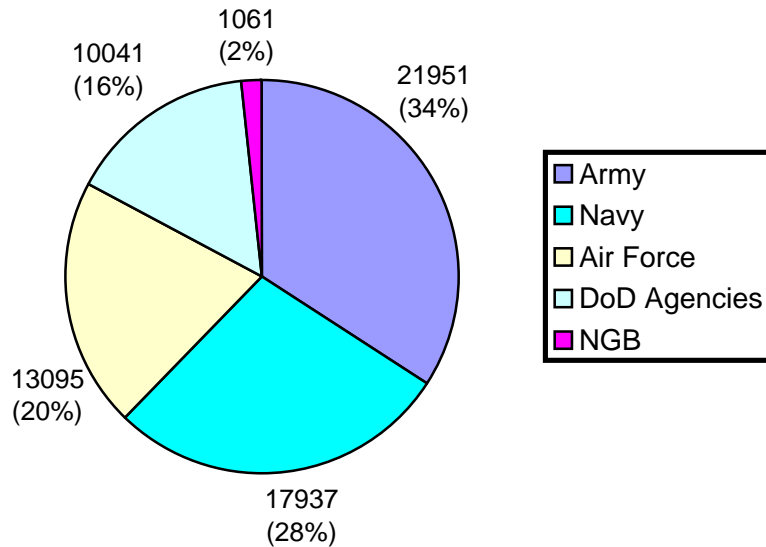| Component	Total Employees	FERS Employee Count	FERS Employees Eligibile for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component
Army	218,200	157,954	6,523	4%
Navy	175,466	122,326	4,954	4%
Air Force	137,205	101,572	4,317	4%
DoD Agencies	98,951	66,063	3,436	5%
NGB	53,377	46,089	167	0%
Grand Total	683,199	494,004	19,397	4%

FERS Retirement Eligibility as of Apr 2011

Component	Total Employees	FERS Employee Count	FERS Employees Eligibile for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component
Army	218,200	157,954	25,813	16%
Navy	175,466	122,326	18,218	15%
Air Force	137,205	101,572	15,637	15%
DoD Agencies	98,951	66,063	12,847	19%
NGB	53,377	46,089	2,425	5%
Grand Total	683,199	494,004	74,940	15%

DCPDS data as of Apr 30, 2006

CSRS & FERS Retirement Eligibility
(Appropriated Fund)

FERS & CSRS 2006

1061
(2%)

10041
(16%)

21951
(34%)

13095
(20%)

17937
(28%)

Legend:
- Army
- Navy
- Air Force
- DoD Agencies
- NGB

% in chart represent % compared to total eligible for retirement

CSRS & FERS Retirement Eligiblity as of Apr 2006

Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligibile for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component
Army	218,200	211,373	21,951	10%
Navy	175,466	173,384	17,937	10%
Air Force	137,205	133,726	13,095	10%
DoD Agencies	98,951	90,443	10,041	11%
NGB	53,377	50,632	1,061	2%
Grand Total	683,199	659,558	64,085	10%

FERS & CSRS 2011

5624
(3%)

30175
(16%)

64349
(33%)

37596
(20%)

53185
(28%)

Legend:
- Army
- Navy
- Air Force
- DoD Agencies
- NGB
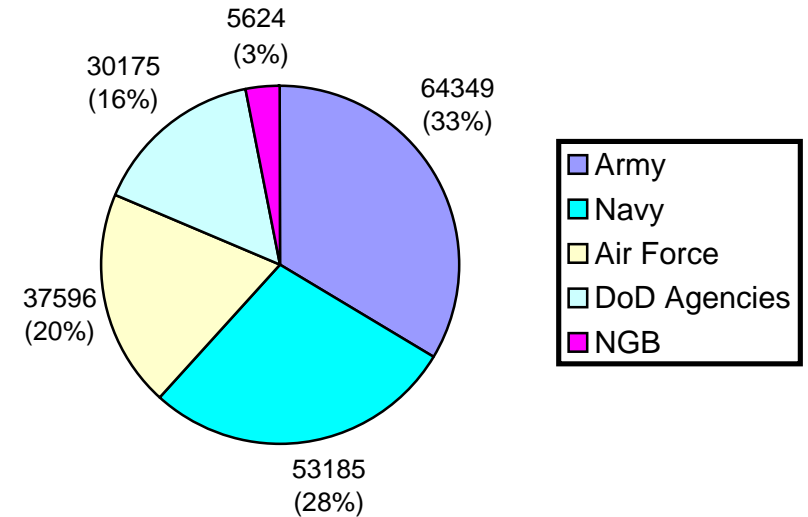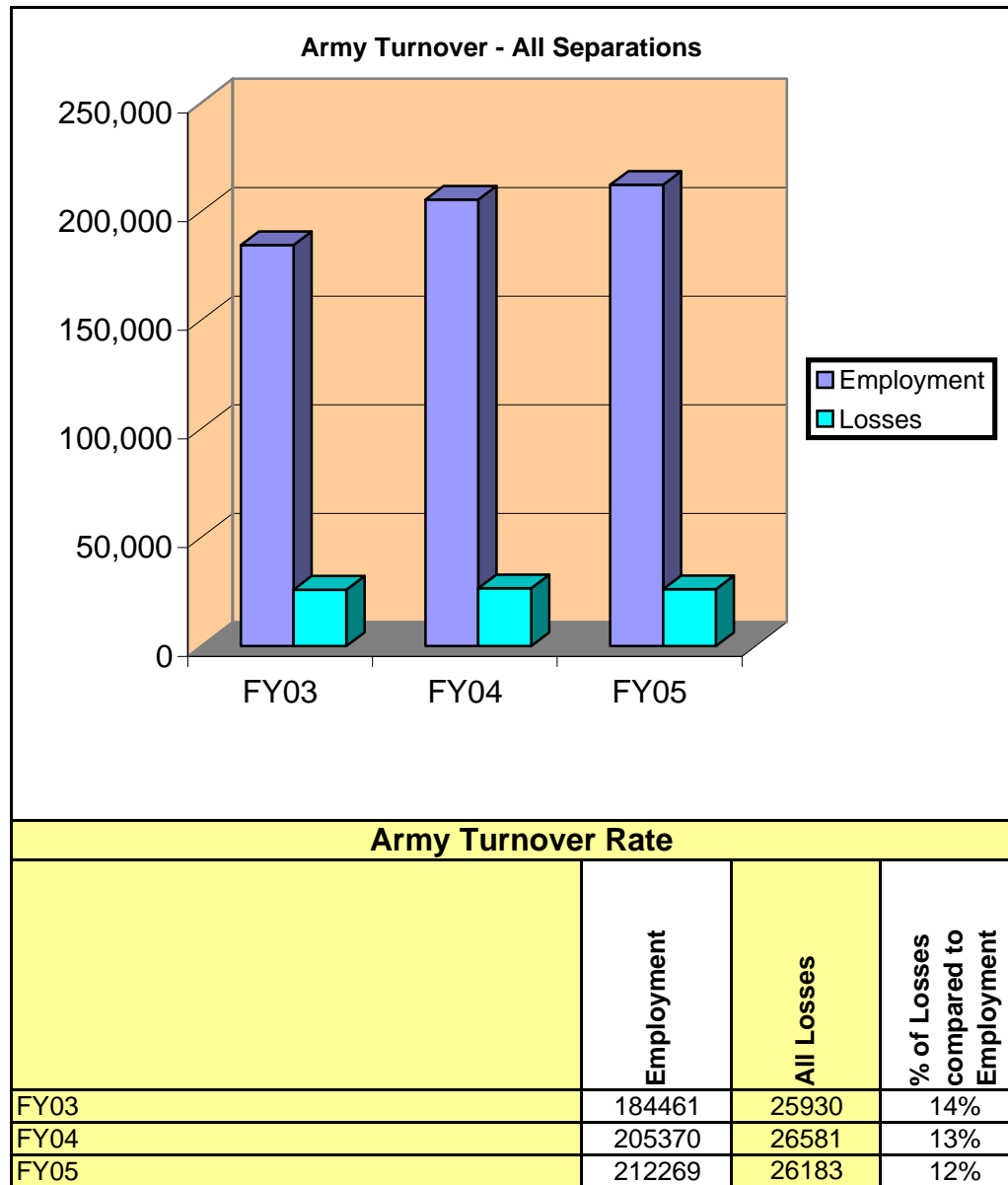
% in chart represent % compared to total elligible for retirement

CSRS & FERS Retirement Eligiblity as of Apr 2011

Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligibile for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component
Army	218,200	211,373	64,349	30%
Navy	175,466	173,384	53,185	31%
Air Force	137,205	133,726	37,596	28%
DoD Agencies	98,951	90,443	30,175	33%
NGB	53,377	50,632	5,624	11%
Grand Total	683,199	659,558	190,929	29%

DCPDS data as of Apr 30, 2006

Army Turnover Rate*
(Appropriated Fund)

Army Turnover - All Separations

Legend:
- Employment
- Losses

Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	184461	25930	14%
FY04	205370	26581	13%
FY05	212269	26183	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DCPDS data as of Apr 30, 2006

Navy Turnover Rate*
(Appropriated Fund)

Navy Turnover - All Separations

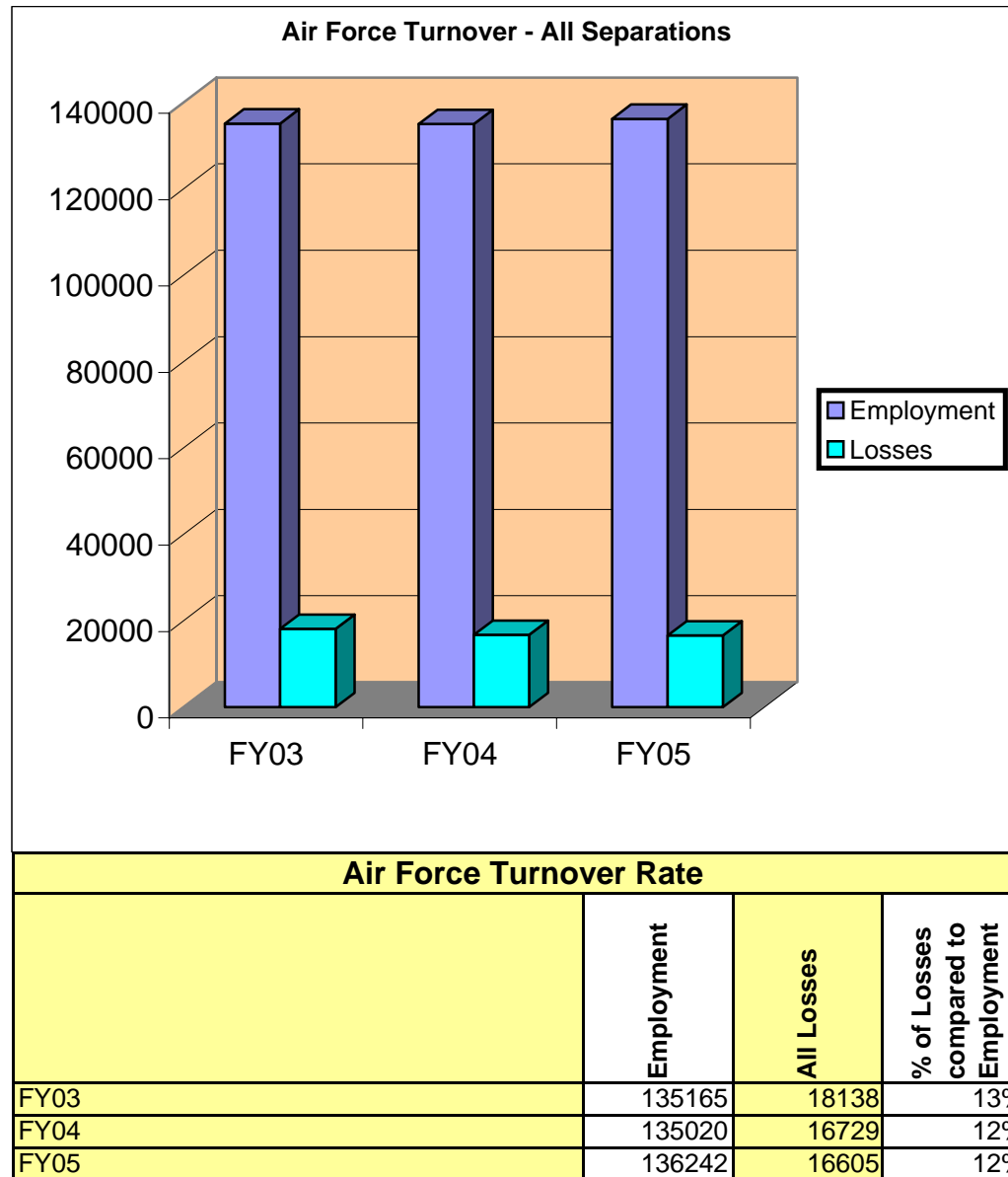|	Employment	All Losses	% of Losses compared to Employment
Navy Turnover Rate			
FY03	183993	18292	10%
FY04	181406	17700	10%
FY05	177053	17476	10%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

32

Air Force Turnover Rate*
(Appropriated Fund)

Air Force Turnover - All Separations

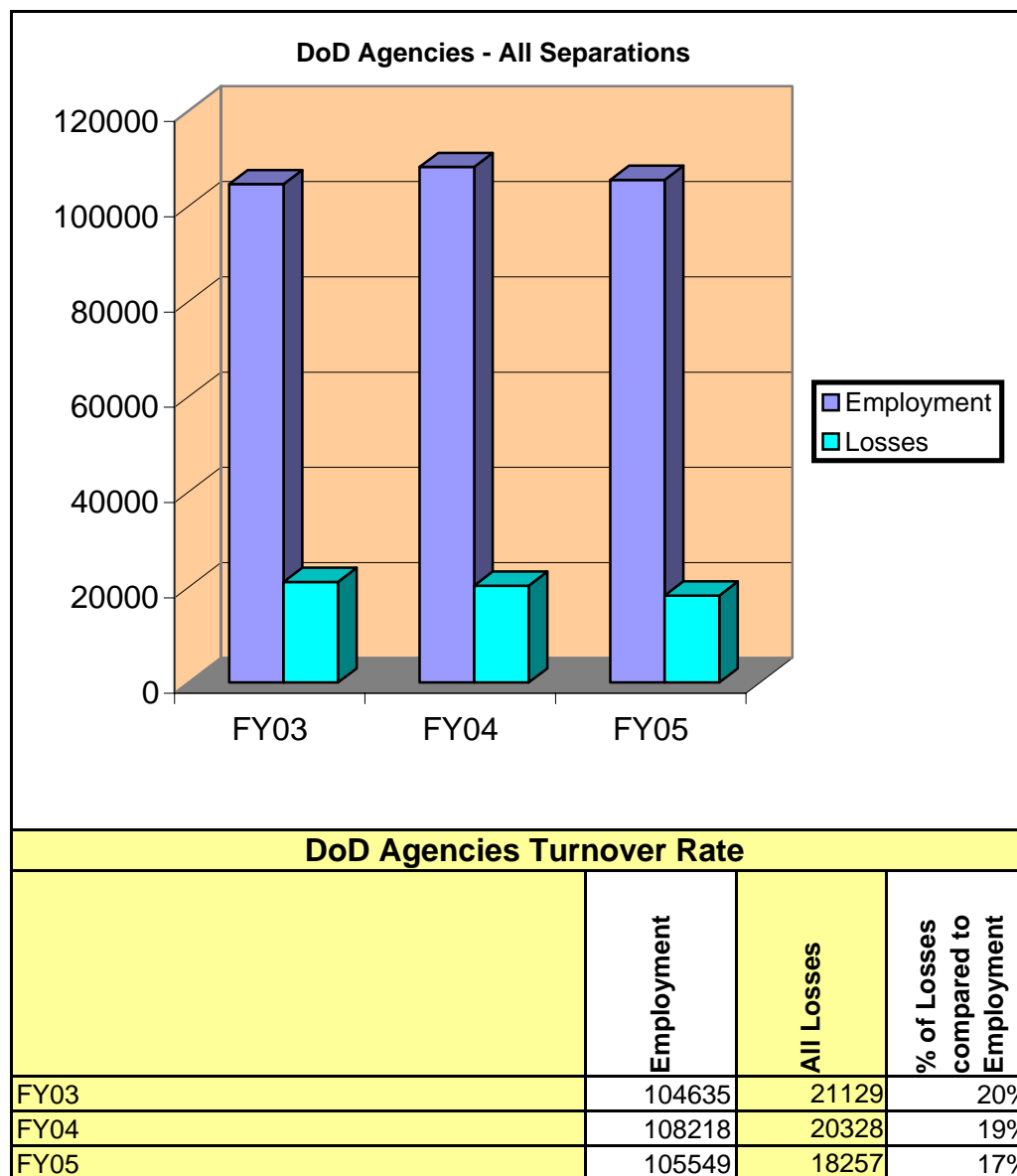| Air Force Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	135165	18138	13%
FY04	135020	16729	12%
FY05	136242	16605	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DCPDS data as of Apr 30, 2006

DoD Agencies Turnover Rate*
(Appropriated Fund)

DoD Agencies - All Separations

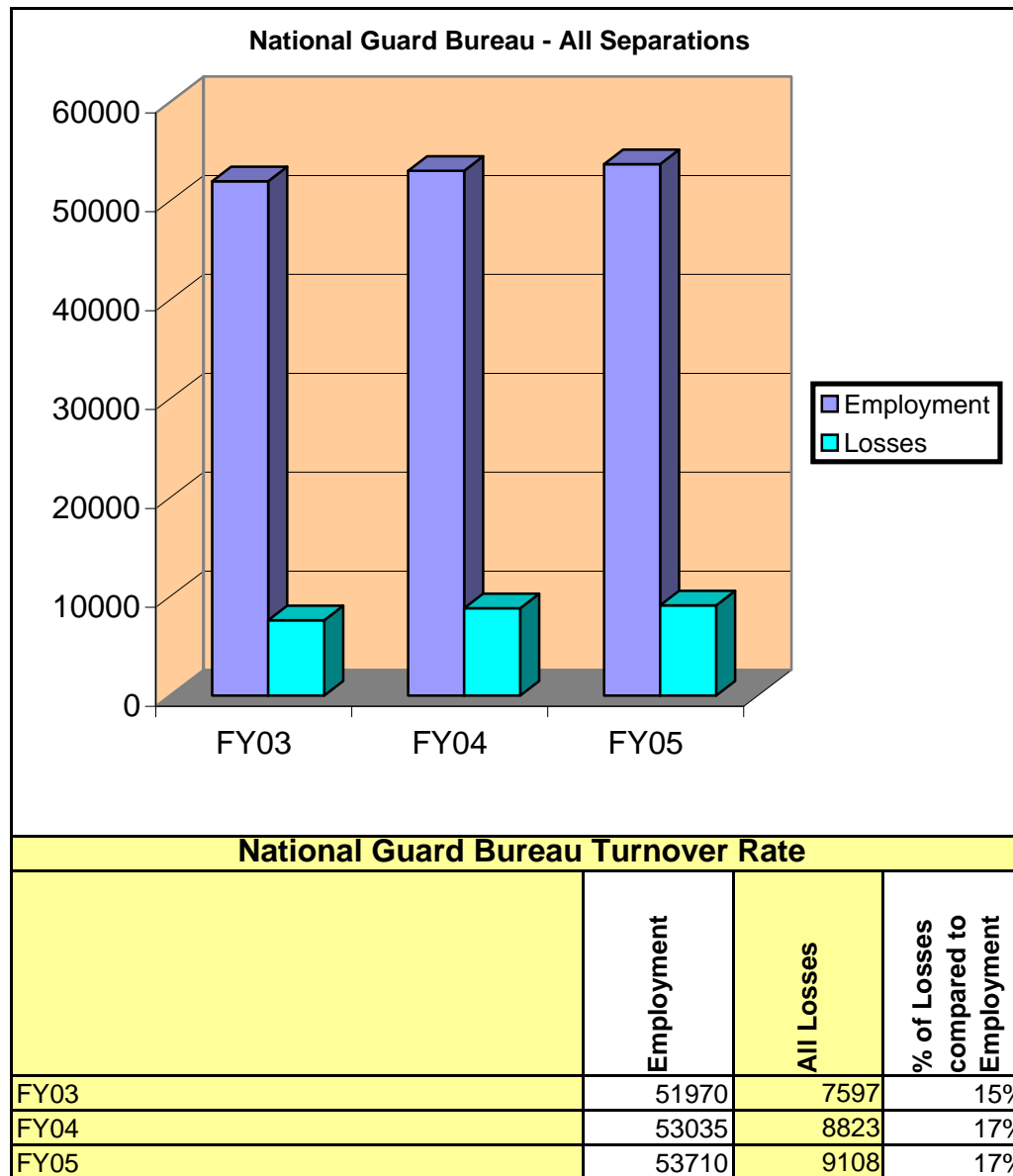|	Employment	All Losses	% of Losses compared to Employment
DoD Agencies Turnover Rate			
FY03	104635	21129	20%
FY04	108218	20328	19%
FY05	105549	18257	17%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DCPDS data as of Apr 30, 2006

National Guard Bureau Turnover Rate*
(Appropriated Fund)

National Guard Bureau - All Separations

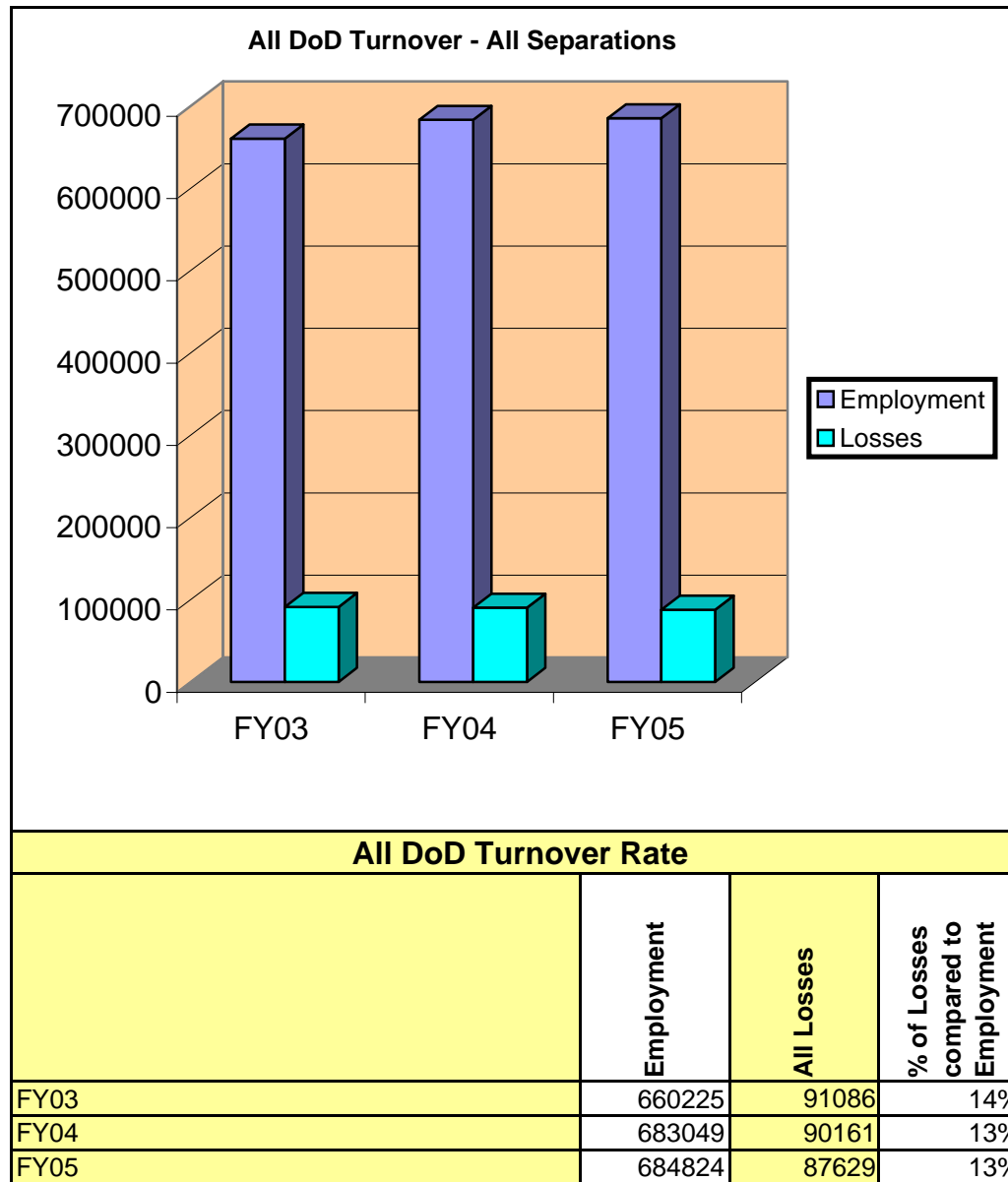|	Employment	All Losses	% of Losses compared to Employment
National Guard Bureau Turnover Rate			
FY03	51970	7597	15%
FY04	53035	8823	17%
FY05	53710	9108	17%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DCPDS data as of Apr 30, 2006

All DoD Turnover Rate*
(Appropriated Fund)

All DoD Turnover - All Separations

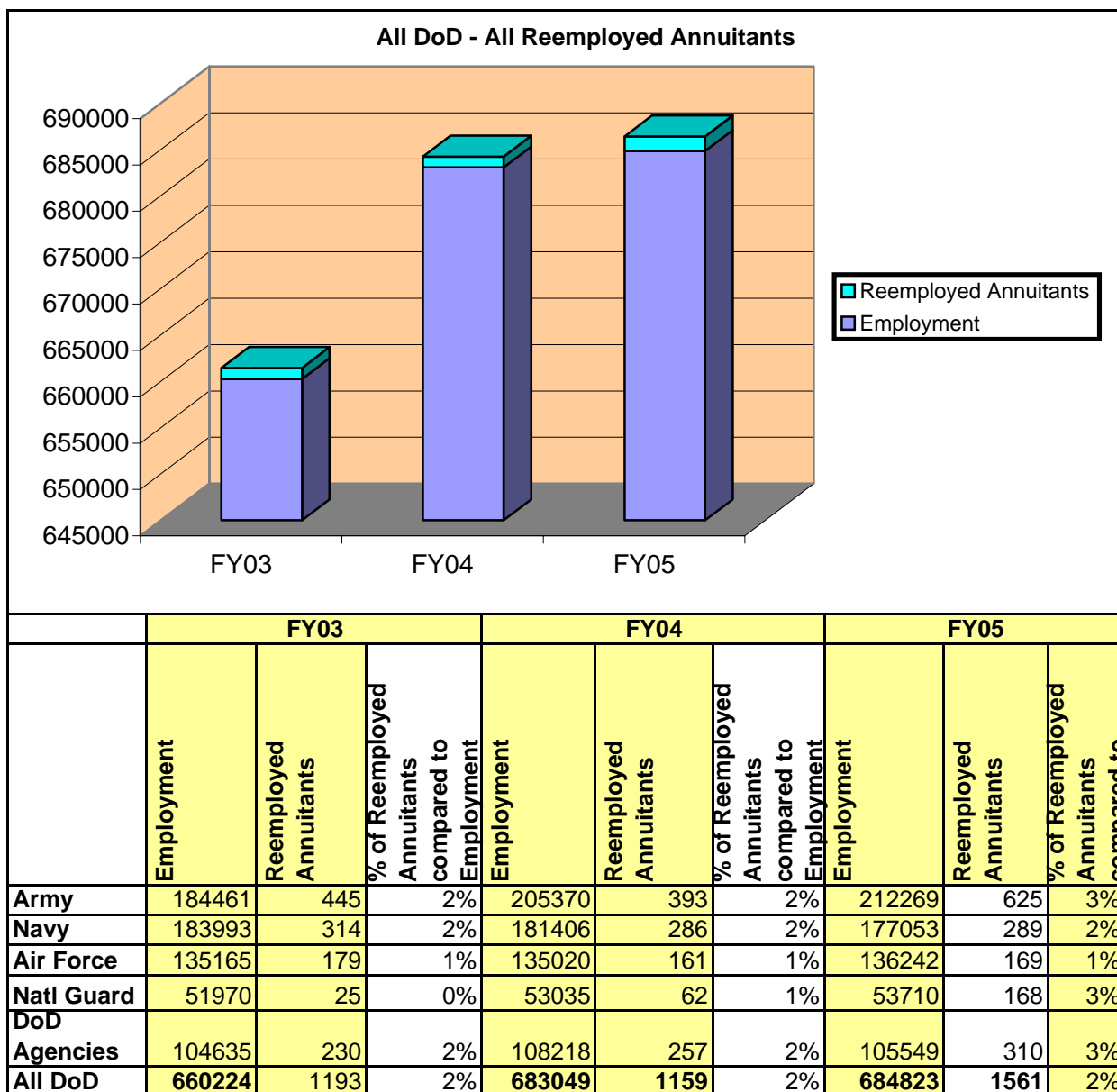| All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	660225	91086	14%
FY04	683049	90161	13%
FY05	684824	87629	13%

*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.
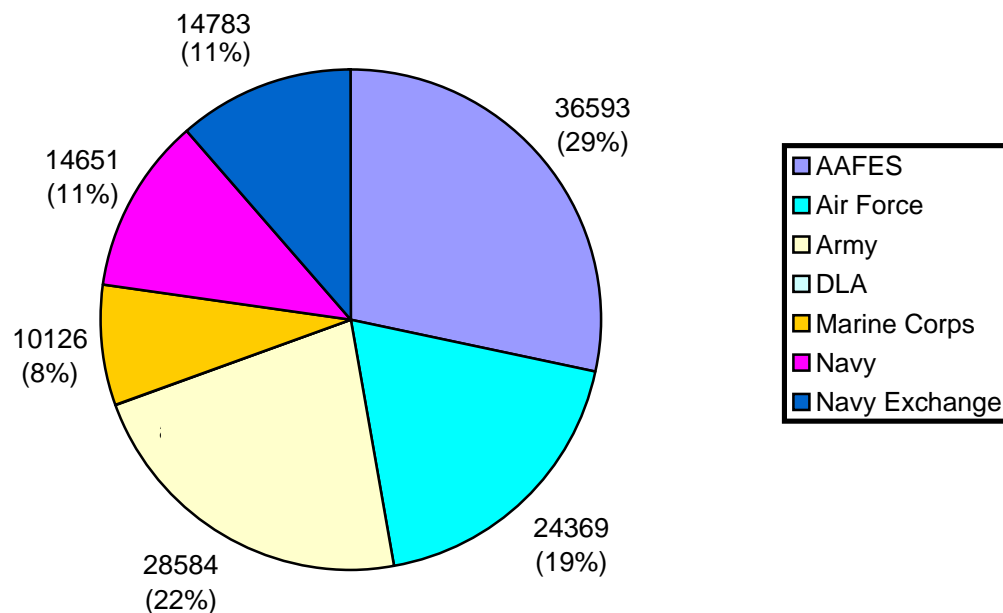
36

All DoD Reemployed Annuitants*
(Appropriated Fund)

All DoD - All Reemployed Annuitants

	FY03			FY04			FY05		
	Employment	Reemployed Annuitants	% of Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% of Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% of Reemployed Annuitants compared to
Army	184461	445	2%	205370	393	2%	212269	625	3%
Navy	183993	314	2%	181406	286	2%	177053	289	2%
Air Force	135165	179	1%	135020	161	1%	136242	169	1%
Natl Guard	51970	25	0%	53035	62	1%	53710	168	3%
DoD Agencies	104635	230	2%	108218	257	2%	105549	310	3%
All DoD	**660224**	1193	2%	**683049**	**1159**	2%	**684823**	**1561**	2%

*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former FERS Annuitant, Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

DCPDS data as of Apr 30, 2006

Non Appropriated Fund

Non Appropriated Fund Employees by Component

Component	Value	Percent
36593 (29%)	AAFES	
24369 (19%)	Air Force	
28584 (22%)	Army	
10126 (8%)	Marine Corps	
14651 (11%)	Navy	
14783 (11%)	Navy Exchange	

Legend: AAFES, Air Force, Army, DLA, Marine Corps, Navy, Navy Exchange

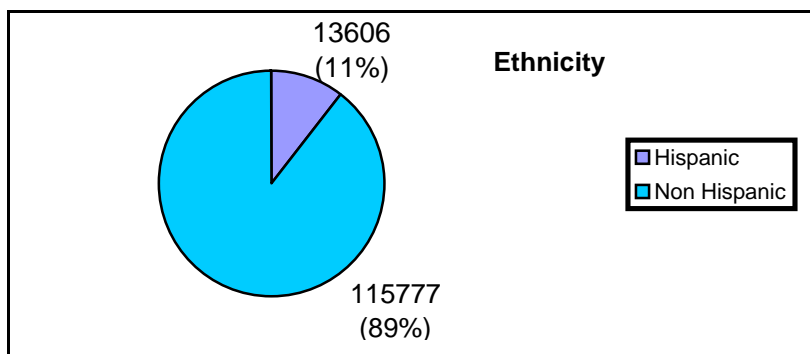| Non Appropriated Fund Employees		
AAFES	36593	29%
Air Force	24369	19%
Army	28584	22%
DLA	*277	0%
Marine Corps	10126	8%
Navy	14651	11%
Navy Exchange	14783	11%
Total	**129383**	**100%**

* Some data in table are not provided in chart above
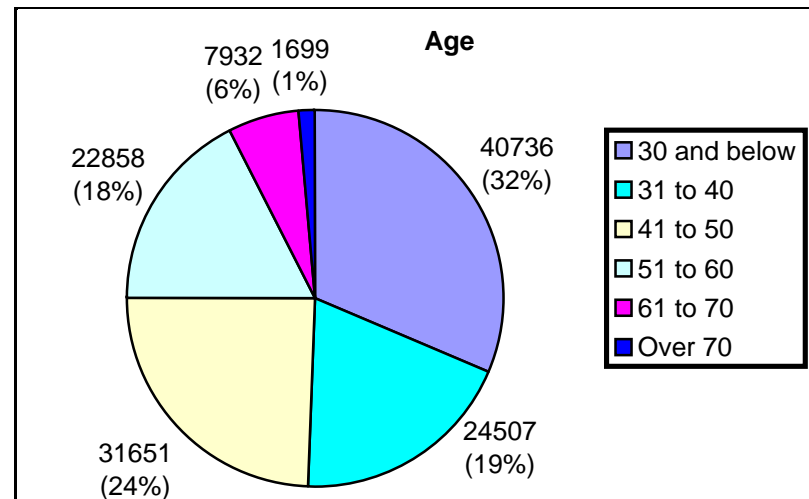
Non Appropriated Fund General Workforce Demographics

RNO Designation
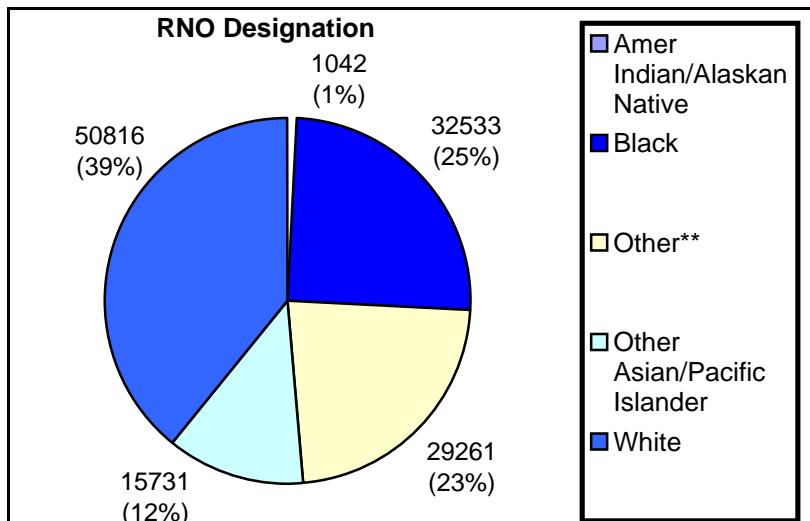
RNO Designation

RNO Designation		
Amer Indian/Alaskan Native	1042	1%
Black	32533	25%
Other**	29261	23%
Other Asian/Pacific Islander	15731	12%
White	50816	39%
Total	**129383**	**100%**

Other** Data not reported by employee

Age

Age		
30 and below	40736	31%
31 to 40	24507	19%
41 to 50	31651	24%
51 to 60	22858	18%
61 to 70	7932	6%
Over 70	1699	1%
Total	**129383**	**100%**

Ethnicity

Hispanic/Not Hispanic		
Hispanic	13606	11%
Not Hispanic	115777	89%
Total	**129383**	**100%**
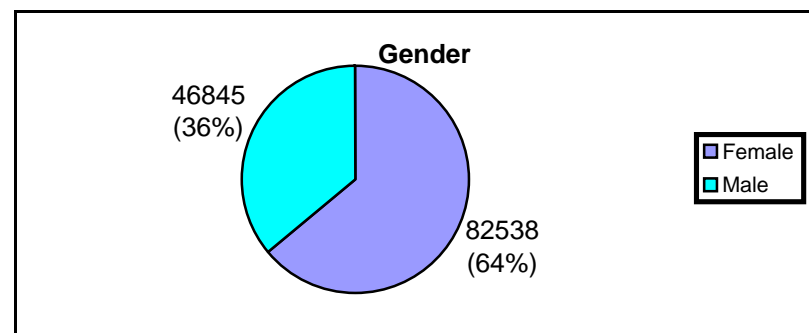
Gender

Gender		
Female	82538	64%
Male	46845	36%
Total	**129383**	**100%**

Local Nationals

Local Nationals by Component
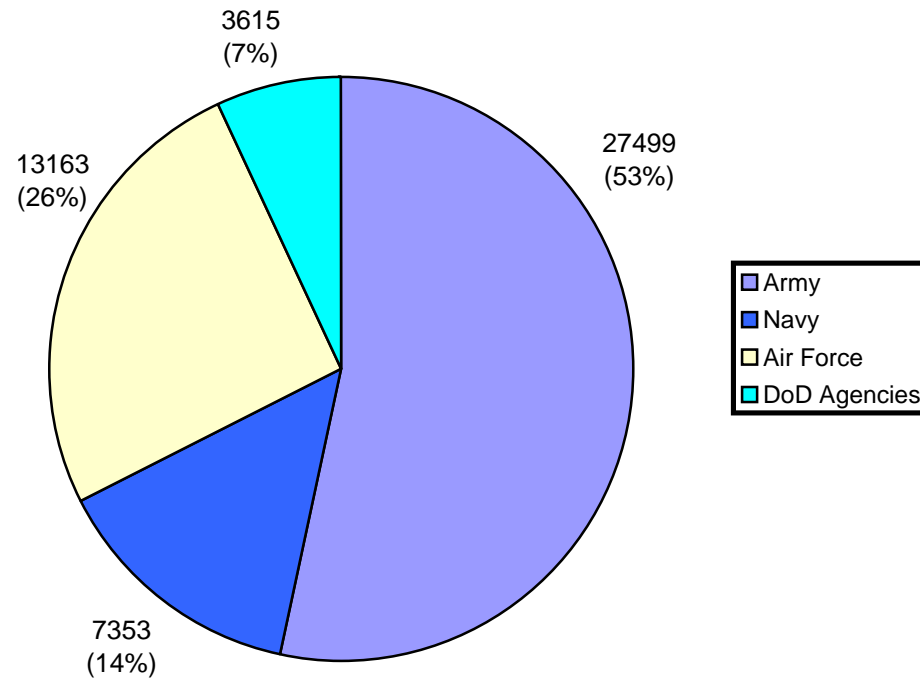
Local Nationals		
Army	27499	53%
Navy	7353	14%
Air Force	13163	26%
DoD Agencies	3615	7%
Total	**51630**	**100%**

DCPDS data as of Apr 30, 2006

Local Nationals General Workforce Demographics

Age

2575
(5%)

4538
(9%)

12298
(24%)

13788
(27%)

18380
(35%)

- 30 and below
- 31 to 40
- 41 to 50
- 51 to 60
- 61 to 70
- Over 70
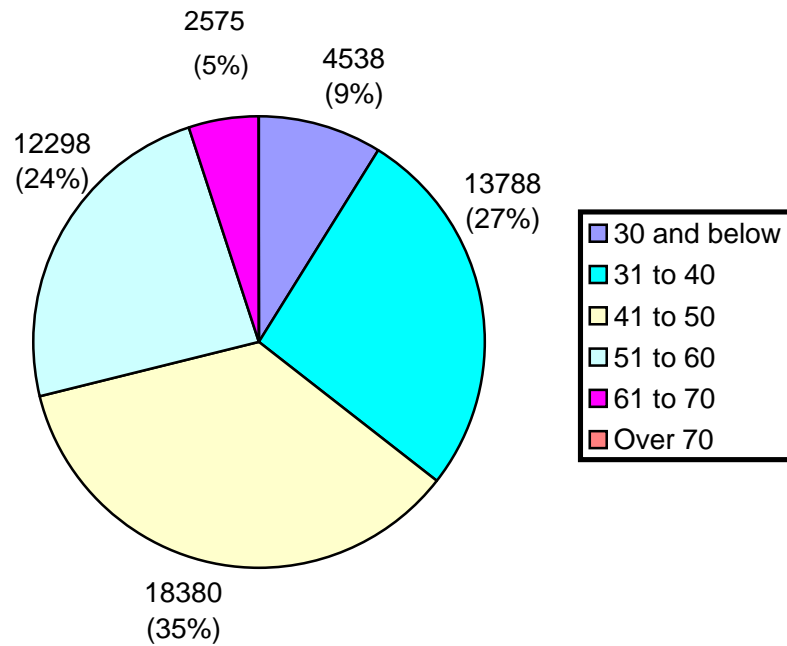
Age		
30 and below	4538	9%
31 to 40	13788	27%
41 to 50	18380	36%
51 to 60	12298	24%
61 to 70	2575	5%
Over 70	*51	0%
Total	**51630**	**100%**

*Some data in table are not provided in chart above

Gender

14984
(29%)

36646
(71%)
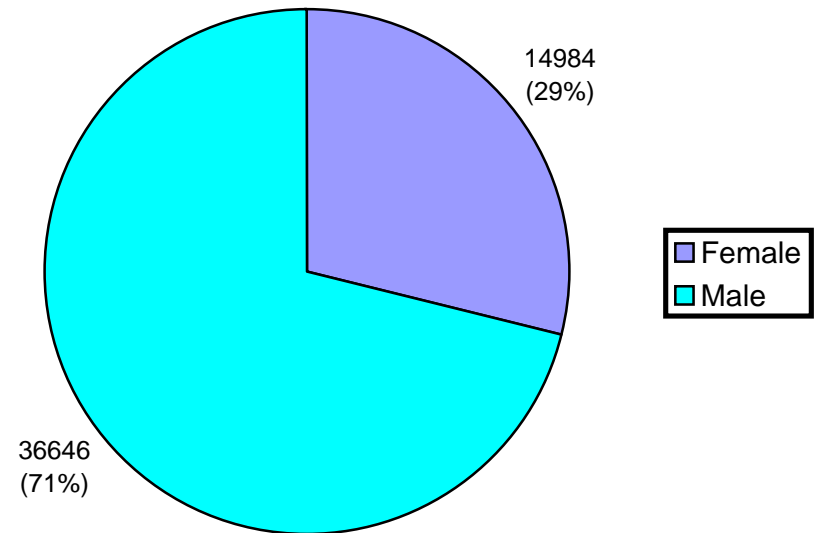
- Female
- Male

Gender		
Female	14984	29%
Male	36646	71%
Total	**51630**	**100%**

DCPDS data as of Apr 30, 2006